

PERSONNEL FILE REVIEW LOG

[illegible]

NORTHERN New Mexico College



NNMC Network Access Authorization Form

CHECK ONE

- ☐ Establish Employee
☒ Modify Employee
☐ Inactivate Employee

Start Date: _____
 Change Date: _____
 Inactivate Date: _____

EMPLOYEE INFORMATION

Print Name:	Nancy "Rusty" Barcelo	Banner ID:	19400
Department:	President's Office	Title:	President
Supervisor:	Rosario (Chayo) Garcia	Contact Phone:	
Email:			

IT Department/Network Responsibilities

Check all that apply:

<input checked="" type="checkbox"/> Banner ID:	<input type="checkbox"/> Broadcast/Faculty/Staff list:
<input checked="" type="checkbox"/> Email Address:	<input type="checkbox"/> Banner eMail (GOAEMAL):
<input type="checkbox"/> Active Directory Access (NNMC Network):	<input type="checkbox"/> Regroup Emergency Notification Software:
<input type="checkbox"/> Web Directory:	<input type="checkbox"/> CoNetrix Vendor Management Software:
<input type="checkbox"/> Shortel Phone System:	<input type="checkbox"/> Copiers:
<input type="checkbox"/> Communicator:	<input type="checkbox"/> Remote Access to the NNMC Network:
<input type="checkbox"/> WASP Inventory System:	<input type="checkbox"/> Security System (Avigilon):
<input type="checkbox"/> Computer/Phone Equipment :	<input type="checkbox"/> Other:

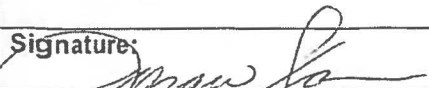
Special Instructions or Notes:

Employee Resigned, on Sabbatical until 06/20/2017.

She should only have access to BannerID and Email.

Approved by: _____

For IT use only:

Assigned To:	Date: 10/28/16
Signature: 	Completed on:



Human Resources Personnel Action Form

Form: PAF Created
Aug 2013 Revised: 02/23/16
HR Drive/Forms

Today's Date: 3/23/2016

Proposed Effective Date: 07/01/2016

Effective Date: 07/01/2016

Action Request: Employee Status: Sabbatical Leave

Position Status: Choose an Action

Personnel Information: *Required for employee actions

*Employee Name: Nancy Barcelo *Banner ID: 000019400 Social Security: [REDACTED] DOB: [REDACTED] 1946 Gender: Female

Address: [REDACTED] Phone #: [REDACTED] Ethnicity: Hispanic Highest Degree: PhD

Emergency Contact Name: [REDACTED] Phone #: [REDACTED] Address: [REDACTED] Relationship: [REDACTED]

If transfer

Transfer from Position Number:

Transfer To Position Number:

Union Eligible: Yes ☐ No ☒

Position Information

Ad Request: Internal ☐ External ☐ Number of Days: [REDACTED]
Advertisements will be posted for a minimum of five days.

Previous Incumbent: (If applicable)
Name: [REDACTED]

Banner ID: [REDACTED]

Salary Range: From: [REDACTED] To: [REDACTED] Indicate where to advertise:

Hiring Chair: [REDACTED] Faculty: Non Tenure Track ☐ Tenure Track ☐ Tenured ☐

New Position ☐ Vacant Position ☐ Faculty ☐ Staff ☐ Student ☐ Work Study ☐ Regular ☐ Temp ☐ Term ☐ Other ☒

Full Time ☐ Part Time ☐ Other ☒ Non FLSA Covered (Salaried Position) ☐ FLSA Covered (Time Sheets Required) ☐ Time Sheet Required ☐

Job Title: Sabbatical

Position Number: 1PRS04

Department Name: President's Office

Reporting Official: Domingo Sanchez III

Campus Location: Espanola ☒ El Rito ☐

Office Phone: 505-747-2143

Funding Source: I&G ☒ Grant ☐ Other ☐

Contract Term:

Grant Program Name:

Staff: 12 mos ☐ Other ☒

Grant Expiration Date:

Faculty: 9 mos ☐ 10 mos ☐ 11 mos ☐ 12 mos ☐

Student: Currently Work Study: Yes ☐ No ☐

Account/Grant/Program No: 11000-1005-61304-131

FTE:

Amount: \$ 72,727.30

Account/Grant/Program No:

FTE:

Amount: \$

(Must Equal Contract or Estimated Amount) Total: \$ 72,727.30

Notes: See attached contract for signature.

Compensation

Start Date: 07/01/2016

Pro-rated Amount: \$

Total Hours Authorized:

End Date: 06/30/2017

Annual Amount: \$ 72,727.30

Weekly Hours Authorized:

Probation Ends:

Stipend: \$

Hourly Rate: \$

Total Contract: \$ 72,727.20

(if applicable)

Total Estimated: \$

Current Salary: \$

Proposed Salary: \$

Salary Increase \$

Percentage:

Budget Check: [Signature]

Job Title: Budget Analyst

Date: 4-14-16

Completed by: Nicole Fresquez

Job Title: HR Analyst

Phone: 505-747-5483 Date: 03/23/2016

Employee Signature: "See Agreement Attached" Date:

Supervisor Signature:

Date:

Executive Signature:

Date:

NEGOTIATED RELEASE FROM EMPLOYMENT CONTRACT

NORTHERN NEW MEXICO COLLEGE
EMPLOYMENT CONTRACT
PRESIDENT (2012-2017)

On February 23, 2012, the Northern New Mexico College Board of Regents (hereafter "Board" and "College") and Nancy V. Barcelo, Ph.D ("President"), entered into an Employment Contract ("Contract") for the Board to employ the president commencing on July 1, 2012, through June, 30, 2017. This Negotiated Release from Employment Contract ("Release") is entered into and effective on December 10, 2015, between the Board and President.

For good and valuable consideration as described herein, and as negotiated by the Parties, the Board and President agree to the following in accordance with the Original Contract:

1. Pursuant to Article VII(C) of the Contract as amended herein, the Board and President mutually, voluntarily, and without cause, agree to terminate the contract in advance of the expiration date of the Contract and agree to the following under this Article: -
 - a. Waiver of the 90 calendar day notice of termination to either party;
 - b. Beginning January 1, 2016, the President will commence the use of her annual accrued leave until such leave expires;
 - c. Immediately upon the conclusion of the use of her annual leave, the President shall retain her tenure rights as provided in Article IV(C) in the Contract, as amended in item 2 below, and shall be placed on sabbatical leave at a salary of one hundred thousand dollars (\$100,000.00) through June 30, 2017, plus general employment benefits afforded College employees, for the same duration. Upon completing the sabbatical leave, the President shall be entitled to continue employment as College faculty as provided in Article IV(C);
 - d. Pursuant to Article IV(B)(iii), the College will make a final payment of a paid annuity in the amount of five thousand dollars (\$5,000.00); and
 - e. Effective on the date of this Release, President may engage in outside professional activities in a manner consistent with a tenured professor on sabbatical leave.
2. Pursuant to Article IV(C) of the Contract as amended herein, upon return from sabbatical leave described above, President may resume employment with the College as a tenured professor depending on the academic/programmatic need as determined solely in the discretion of the College, and if she is authorized to return, shall continue at a salary commensurate with that paid to other tenured professors at NNMC per academic year, with any general employment benefits for a tenured professor. The President, in her new role as tenured professor, will carry out the normal duties of a faculty member, as established by the College Faculty Handbook and the faculty tenure and status will be subject to the same College rules and regulations as other tenured faculty.

In exchange for the negotiated terms above, the President waives any claims under the Contract, known or unknown, on or prior to the date of this Release. The President hereby fully and completely releases and forever discharges the College, its officers, directors, employees, servants, agents, representatives, any successors in interest, and any other person or entity acting on its behalf from any and all claims, debts, demands, actions, causes of action, lawsuits, sums of money, contracts, agreements, judgments, and/or liabilities whatsoever against the College, both at law and in equity, that she ever had, now has, or that may currently exist, even though unknown.

IN WITNESS THEREOF, the parties have executed this Release as follows:

By: Nancy Barceló
Nancy Barceló, Ph.D.

By: Rosario Chayo
Rosario "Chayo" Garcia
NNMC Board of Regents President and
Authorized Representative



Tonight the NNMC Regents and President Nancy Barceló agreed together that President Barceló will leave her leadership position with the College on the last day of December. Originally, President Barceló was scheduled to end her presidency in June of 2016. She requested the opportunity to leave early to begin her sabbatical sooner. The Regents and President Barceló agree that accelerating the date in which President Barceló would start her sabbatical is in the best interests of the College and President Barceló. Domingo Sanchez, currently Vice President for Finance and Administration, will serve as the Interim President during the College's current search for President Barceló's successor.

Human Resources Personnel Action Form

Form PAF Created
Aug 2013 Revised: 02/23/16
HR Drive/forms

Today's Date : 3/23/2016

Proposed Effective Date: 07/01/2016

Effective Date: 07/01/2016

Action Request: Employee Status: Sabbatical Leave

Position Status: Choose an Action

Personnel Information: *Required for employee actions

*Employee Name: Nancy Barcelo	*Banner ID: 000019400	Social Security: [REDACTED]	DOB: [REDACTED] 1946	Gender: Female
Address: [REDACTED]		Phone #: [REDACTED]	Ethnicity: Hispanic	Highest Degree: PhD
Emergency Contact Name: [REDACTED]	Phone #: [REDACTED]	Address: [REDACTED]		Relationship: [REDACTED]
If transfer		Transfer To Position Number :		Union Eligible: Yes <input type="radio"/> No <input checked="" type="radio"/>
Transfer from Position Number:				

Position Information

Ad Request: Internal <input type="radio"/> External <input type="radio"/> Number of Days:	Previous Incumbent: (If applicable)	Banner ID:
Advertisements will be posted for a minimum of five days.		
Salary Range: From: To:	Indicate where to advertise:	
Hiring Chair:	Faculty: Non Tenure Track <input type="radio"/> Tenure Track <input type="radio"/> Tenured <input type="radio"/>	
New Position <input type="radio"/> Vacant Position <input type="radio"/>	Faculty <input type="radio"/> Staff <input type="radio"/> Student <input type="radio"/> Work Study <input type="radio"/>	Regular <input type="radio"/> Temp <input type="radio"/> Term <input type="radio"/> Other <input checked="" type="radio"/>
Full Time <input type="radio"/> Part Time <input type="radio"/> Other <input checked="" type="radio"/>	Non FLSA Covered (Salaried Position) <input type="radio"/> FLSA Covered (Time Sheets Required) <input type="radio"/>	<input type="radio"/> Time Sheet Required
Job Title: Sabbatical		Position Number: 1PRS04
Department Name: President's Office		Reporting Official: Domingo Sanchez III
Campus Location: Espanola <input checked="" type="radio"/> El Rito <input type="radio"/>		Office Phone: 505-747-2143
Funding Source: I&G <input checked="" type="radio"/> Grant <input type="radio"/> Other <input type="radio"/>		Contract Term:
Grant Program Name:		Staff: 12 mos <input type="radio"/> Other <input type="radio"/>
Grant Expiration Date:		Faculty: 9 mos <input type="radio"/> 10 mos <input type="radio"/> 11 mos <input type="radio"/> 12 mos <input type="radio"/>
		Student: Currently Work Study: Yes <input type="radio"/> No <input type="radio"/>
Account/Grant/Program No: 11000-1005-61304-131	FTE:	Amount: \$ 72,727.30
Account/Grant/Program No:	FTE:	Amount: \$
(Must Equal Contract or Estimated Amount)		Total: \$ 72,727.30

Notes: See attached contract for signature.

Compensation

Start Date: 07/01/2016	Pro-rated Amount: \$	Total Hours Authorized:
End Date: 06/30/2017	Annual Amount: \$ 72,727.30	Weekly Hours Authorized:
Probation Ends:	Stipend: \$	Hourly Rate: \$
	Total Contract: \$ 72,727.20	(if applicable)
		Total Estimated: \$
Current Salary: \$	Proposed Salary: \$	Salary Increase \$ Percentage:
Budget Check: [Signature]	Job Title: Budget Analyst	Date: 4-14-16
Completed by: Nicole Fresquez	Job Title: HR Analyst	Phone: 505-747-5483 Date: 03/23/2016

Employee Signature:	Date:
Supervisor Signature:	Date:
Executive Signature:	Date:

NEGOTIATED RELEASE FROM EMPLOYMENT CONTRACT

NORTHERN NEW MEXICO COLLEGE
EMPLOYMENT CONTRACT
PRESIDENT (2012-2017)

On February 23, 2012, the Northern New Mexico College Board of Regents (hereafter "Board" and "College") and Nancy V. Barcelo, Ph.D ("President"), entered into an Employment Contract ("Contract") for the Board to employ the president commencing on July 1, 2012, through June, 30, 2017. This Negotiated Release from Employment Contract ("Release") is entered into and effective on December 10, 2015, between the Board and President.

For good and valuable consideration as described herein, and as negotiated by the Parties, the Board and President agree to the following in accordance with the Original Contract:

1. Pursuant to Article VII(C) of the Contract as amended herein, the Board and President mutually, voluntarily, and without cause, agree to terminate the contract in advance of the expiration date of the Contract and agree to the following under this Article:
 - a. Waiver of the 90 calendar day notice of termination to either party;
 - b. Beginning January 1, 2016, the President will commence the use of her annual accrued leave until such leave expires;
 - c. Immediately upon the conclusion of the use of her annual leave, the President shall retain her tenure rights as provided in Article IV(C) in the Contract, as amended in item 2 below, and shall be placed on sabbatical leave at a salary of one hundred thousand dollars (\$100,000.00) through June 30, 2017, plus general employment benefits afforded College employees, for the same duration. Upon completing the sabbatical leave, the President shall be entitled to continue employment as College faculty as provided in Article IV(C);
 - d. Pursuant to Article IV(B)(iii), the College will make a final payment of a paid annuity in the amount of five thousand dollars (\$5,000.00); and
 - e. Effective on the date of this Release, President may engage in outside professional activities in a manner consistent with a tenured professor on sabbatical leave.
2. Pursuant to Article IV(C) of the Contract as amended herein, upon return from sabbatical leave described above, President may resume employment with the College as a tenured professor depending on the academic/programmatic need as determined solely in the discretion of the College, and if she is authorized to return, shall continue at a salary commensurate with that paid to other tenured professors at NNMCC per academic year, with any general employment benefits for a tenured professor. The President, in her new role as tenured professor, will carry out the normal duties of a faculty member, as established by the College Faculty Handbook and the faculty tenure and status will be subject to the same College rules and regulations as other tenured faculty.

In exchange for the negotiated terms above, the President waives any claims under the Contract, known or unknown, on or prior to the date of this Release. The President hereby fully and completely releases and forever discharges the College, its officers, directors, employees, servants, agents, representatives, any successors in interest, and any other person or entity acting on its behalf from any and all claims, debts, demands, actions, causes of action, lawsuits, sums of money, contracts, agreements, judgments, and/or liabilities whatsoever against the College, both at law and in equity, that she ever had, now has, or that may currently exist, even though unknown.

IN WITNESS THEREOF, the parties have executed this Release as follows:

By: Nancy Barceló
Nancy Barceló, Ph.D.

By: Rosario Chayo
Rosario "Chayo" Garcia
NNMC Board of Regents President and
Authorized Representative



Tonight the NNMCRegents and President Nancy Barceló agreed together that President Barceló will leave her leadership position with the College on the last day of December. Originally, President Barceló was scheduled to end her presidency in June of 2016. She requested the opportunity to leave early to begin her sabbatical sooner. The Regents and President Barceló agree that accelerating the date in which President Barceló would start her sabbatical is in the best interests of the College and President Barceló. Domingo Sanchez, currently Vice President for Finance and Administration, will serve as the Interim President during the College's current search for President Barcelo's successor.



Human Resources Personnel Action Form

Form: PAF Created:
Aug 2013 Revised: 08/31/15
HR Drive/Forms

Today's Date: 2/18/2016

Proposed Effective Date: 02/16/2016

Effective Date: 02/16/2016

Action Request: Employee Status: Sabbatical Leave

Position Status: Choose an Action

Personnel Information: *Required for employee actions

*Employee Name: Nancy Barcelo *Banner ID: 000019400 Social Security: [REDACTED] DOB: [REDACTED] 1946 Gender: Female

Address: [REDACTED] Phone #: [REDACTED] Ethnicity: Hispanic Highest Degree: PhD

Emergency Contact Name: [REDACTED] Phone #: [REDACTED] Address: [REDACTED] Relationship: [REDACTED]

If transfer

Transfer from Position Number:

Transfer To Position Number:

Union Eligible: Yes ☐ No ☒

Position Information

Ad Request: Internal ☐ External ☐ Number of Days:
Advertisements will be posted for a minimum of five days.

Previous Incumbent: (If applicable)
Name:

Banner ID:

Salary Range: From: To: Indicate where to advertise:

Hiring Chair: Faculty: Non Tenure Track ☐ Tenure Track ☐ Tenured ☐

New Position ☐ Vacant Position ☐ Faculty ☐ Staff ☒ Student ☐ Work Study ☐ Regular ☐ Temp ☐ Term ☐

Full Time ☐ Part Time ☐ Non FLSA Covered (Salaried Position) ☐ FLSA Covered (Time Sheets Required) ☐ ☐ Time Sheet Required

Job Title: Sabbatical Position Number: 1PRS04

Department Name: President's Office Reporting Official: Domingo Sanchez III

Campus Location: Espanola ☒ El Rito ☐ Office Phone: 505-747-2143

Funding Source: I&G ☒ Grant ☐ Other ☐

Contract Term:

Grant Program Name:

Staff: 12 mos ☐ Other ☐

Grant Expiration Date:

Faculty: 9 mos ☐ 10 mos ☐ 11 mos ☐ 12 mos ☐

Student: Currently Work Study: Yes ☐ No ☐

Account/Grant/Program No: 11000 1005 61304 131

FTE:

Amount: \$ 27,272.70

Account/Grant/Program No:

FTE:

Amount: \$

(Must Equal Contract or Estimated Amount) Total: \$ 27,272.70

Notes:

Compensation

Start Date: 02/16/2016

Pro-rated Amount: \$ 27,272.70

Total Hours Authorized:

End Date: 06/30/2016

Annual Amount: \$

Weekly Hours Authorized:

Probation Ends:

Stipend: \$

Hourly Rate: \$
(if applicable)

Total Contract: \$ 27,272.70

Total Estimated: \$

Current Salary: \$

Proposed Salary: \$

Salary Increase \$

Percentage:

Budget Check: *Smith & Thumler*

Job Title: Budget Analyst

Date: 3-1-16

Completed by: Nicole Fresquez

Job Title: HR Analyst

Phone: 505-747-5483 Date: 02/18/2016

Employee Signature:

Date:

Supervisor Signature:

Date:

Executive Signature:

Date:

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 - c. Immediately upon the conclusion of the use of her annual leave, the President shall retain her tenure rights as provided in Article IV(C) in the Contract, as amended in item 2 below, and shall be placed on sabbatical leave at a salary of one hundred thousand dollars (\$100,000.00) through June 30, 2017, plus general employment benefits afforded College employees, for the same duration. Upon completing the sabbatical leave, the President shall be entitled to continue employment as College faculty as provided in Article IV(C);
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IN WITNESS THEREOF, the parties have executed this Release as follows:

By: Nancy Barcelo
Nancy Barcelo, Ph.D.

By: Rosario Chayo
Rosario "Chayo" Garcia
NNMC Board of Regents President and
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NORTHERN New Mexico College



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NNMC Board of Regents President and
Authorized Representative

NORTHERN New Mexico College



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Human Resources Personnel Action Form

Form: PAF
Developed: 8/23/13
Rev: 06/14/14

Today's Date: 6/9/2015

Proposed Effective Date: 7/1/2015

Effective Date: 7/1/2015

Action Request: Employee Status: **Contract Renewal**

Position Status: **Choose an Action**

Personnel Information: *Required for employee actions

*Employee Name: Nancy Barcelo	*Banner ID: 000019400	Social Security: [REDACTED]	DOB: [REDACTED] 1946	Gender: Female
Address: [REDACTED]	Phone #: [REDACTED]	Ethnicity: Hispanic	Highest Degree: PhD	
Emergency Contact Name: [REDACTED]	Phone #: [REDACTED]	Address: [REDACTED]	Relationship: [REDACTED]	
If transfer Transfer from Position Number:	Transfer To Position Number :	Union Eligible: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

Position Information

Ad Request: <input type="checkbox"/> Internal <input type="checkbox"/> External Number of Days _____ Advertisements will be posted for a minimum of five days.	Previous Incumbent: (If applicable) Name: _____	Banner ID: _____
Hiring Chair: _____	Faculty: <input type="checkbox"/> Tenure Track <input type="checkbox"/> Non Tenure Track	
<input type="checkbox"/> New Position <input type="checkbox"/> Vacant Position	<input type="checkbox"/> Faculty <input checked="" type="checkbox"/> Staff <input type="checkbox"/> Student <input type="checkbox"/> Work Study	<input checked="" type="checkbox"/> Regular <input type="checkbox"/> Temp <input type="checkbox"/> Term
<input checked="" type="checkbox"/> Full Time <input type="checkbox"/> Part Time	<input checked="" type="checkbox"/> Non FLSA Covered (Salaried Position)	<input type="checkbox"/> FLSA Covered (Time Sheets Required)
		<input type="checkbox"/> Time Sheet Required
Job Title: President	Position Number: 1PRA00 /	
Department Name: President's Office	Reporting Official: Board of Regents	
Campus Location: <input checked="" type="checkbox"/> Espanola <input type="checkbox"/> El Rito <input type="checkbox"/> Other	Office Phone: (505) 747-2140	
Funding Source: <input checked="" type="checkbox"/> I&G <input type="checkbox"/> Grant <input type="checkbox"/> Other _____	Contract Term:	
Grant Program Name:	Staff: <input checked="" type="checkbox"/> 12 mos Other _____	
Grant Expiration Date: Click here to enter a date.	Faculty: <input type="checkbox"/> 9 mos <input type="checkbox"/> 10 mos <input type="checkbox"/> 11 mos <input type="checkbox"/> 12 mos	
	Student: <input type="checkbox"/> Currently Work Study: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Account/Grant/Program No: 11000 1005 61301 131	FTE: 1.00	Amount: \$ 205,030.00
Account/Grant/Program No:	FTE:	Amount: \$
(Must Equal Contract or Estimated Amount)		Total: \$ 205,030.00

Notes:

Compensation

Start Date: 7/1/2015	Salary Amount: \$ 205,030.00 Paid on a pro-rated basis	Total Hours Authorized:
End Date: 6/30/2016	Stipends: \$	Weekly Hours Authorized:
Probation Ends: Click here to enter a date.	Other: \$	Hourly Rate: \$
	Total Contract: \$ 205,030.00 Paid on a pro-rated basis	(if applicable)
		Total Estimated: \$ 0.00
Salary Range: From: \$		To: \$
Current Salary: \$	Proposed Salary: \$	Salary Increase \$ 0.00
		Percentage: 0% Divide
Budget Check: <i>Stephanie Lirio</i>	Job Title: <i>Grants Accountant</i>	Date: <i>6/18/15</i>
Completed By: Nicole Fresquez	Job Title: HR Analyst	Phone: (505) 747-5483
		Date: 6/9/2015
Employee Signature: <i>Nancy Barcelo</i>	Date: <i>6-26-2015</i>	
Executive Signature: <i>[Signature]</i>	Date: <i>7-9-2015</i>	

Human Resources Personnel Action Form

Today's Date: 6/9/2015

Proposed Effective Date: 7/1/2015

Effective Date: 7/1/2015

Action Request: Employee Status: **Contract Renewal**

Position Status: **Choose an Action**

Personnel Information: *Required for employee actions

*Employee Name: Nancy Barcelo	*Banner ID: 000019400	Social Security: [REDACTED]	DOB: [REDACTED] 1946	Gender: Female
Address: [REDACTED]	Phone #: [REDACTED]	Ethnicity: Hispanic	Highest Degree: PhD	
Emergency Contact Name: [REDACTED]	Phone #: [REDACTED]	Address: [REDACTED]	Relationship: [REDACTED]	
If transfer Transfer from Position Number:		Transfer To Position Number :	Union Eligible: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

Position Information

Ad Request: <input type="checkbox"/> Internal <input type="checkbox"/> External Number of Days _____ Advertisements will be posted for a minimum of five days.		Previous Incumbent: (If applicable) Name: _____		Banner ID: _____
Hiring Chair: _____		Faculty: <input type="checkbox"/> Tenure Track <input type="checkbox"/> Non Tenure Track		
<input type="checkbox"/> New Position <input type="checkbox"/> Vacant Position	<input type="checkbox"/> Faculty <input checked="" type="checkbox"/> Staff <input type="checkbox"/> Student <input type="checkbox"/> Work Study	<input checked="" type="checkbox"/> Regular <input type="checkbox"/> Temp <input type="checkbox"/> Term		
<input checked="" type="checkbox"/> Full Time <input type="checkbox"/> Part Time	<input checked="" type="checkbox"/> Non FLSA Covered (Salaried Position)	<input type="checkbox"/> FLSA Covered (Time Sheets Required)	<input type="checkbox"/> Time Sheet Required	
Job Title: President		Position Number: 1PRA00 /		
Department Name: President's Office		Reporting Official: Board of Regents		
Campus Location: <input checked="" type="checkbox"/> Espanola <input type="checkbox"/> El Rito <input type="checkbox"/> Other		Office Phone: (505) 747-2140		
Funding Source: <input checked="" type="checkbox"/> I&G <input type="checkbox"/> Grant <input type="checkbox"/> Other _____		Contract Term: Staff: <input checked="" type="checkbox"/> 12 mos Other _____ Faculty: <input type="checkbox"/> 9 mos <input type="checkbox"/> 10 mos <input type="checkbox"/> 11 mos <input type="checkbox"/> 12 mos Student: <input type="checkbox"/> Currently Work Study: <input type="checkbox"/> Yes <input type="checkbox"/> No		
Grant Program Name:				
Grant Expiration Date: Click here to enter a date.				
Account/Grant/Program No: 11000 1005 61301 131	FTE: 1.00	Amount: \$ 205,030.00		
Account/Grant/Program No:	FTE:	Amount: \$		
		(Must Equal Contract or Estimated Amount) Total: \$ 205,030.00		

Notes:

Compensation

Start Date: 7/1/2015	Salary Amount: \$ 205,030.00 Paid on a pro-rated basis	Total Hours Authorized:
End Date: 6/30/2016	Stipends: \$	Weekly Hours Authorized:
Probation Ends: Click here to enter a date.	Other: \$	Hourly Rate: \$ (if applicable)
	Total Contract: \$ 205,030.00 Paid on a pro-rated basis	Total Estimated: \$ 0.00
Salary Range: From: \$		To: \$
Current Salary: \$	Proposed Salary: \$	Salary Increase \$ 0.00 Percentage: !Zero Divide
Budget Check: <i>Stephanie Lora</i>	Job Title: <i>Grants Accountant</i>	Date: <i>6/18/15</i>
Completed By: Nicole Fresquez	Job Title: HR Analyst	Phone: (505)747-5483 Date: 6/9/2015
Employee Signature: <i>Nancy Barcelo</i>	Date: <i>6-26-2015</i>	
Executive Signature: <i>[Signature]</i>	Date: <i>7-9-2015</i>	



NORTHERN
Human Resources Department

Human Resources Personnel Action Form

Form: PAF
Developed: 8/23/13
Rev: 06/14/14

Today's Date: 7/1/2014

Proposed Effective Date: 7/1/2014

Effective Date: 7/1/2014

Action Request: Employee Status: Contract Renewal

Position Status: Choose an Action

Personnel Information: *Required for employee actions

*Employee Name: Nancy Barcelo	*Banner ID: 000019400	Social Security: [REDACTED]	DOB: [REDACTED] 1946	Gender: Female
Address: [REDACTED]	Phone #: [REDACTED]	Ethnicity: Hispanic	Highest Degree: PhD	
Emergency Contact Name: [REDACTED]	Phone #: [REDACTED]	Address: [REDACTED]	Relationship: [REDACTED]	
If transfer Transfer from Position Number:	Transfer To Position Number :	Union Eligible: <input type="checkbox"/> Yes <input type="checkbox"/> No		

Position Information

Ad Request: <input type="checkbox"/> Internal <input type="checkbox"/> External Number of Days _____ Advertisements will be posted for a minimum of five days.	Previous Incumbent: (if applicable) Name: _____	Banner ID: _____
Hiring Chair: _____	Faculty: <input type="checkbox"/> Tenure Track <input type="checkbox"/> Non Tenure Track	
<input type="checkbox"/> New Position <input type="checkbox"/> Vacant Position	<input type="checkbox"/> Faculty <input checked="" type="checkbox"/> Staff <input type="checkbox"/> Student <input type="checkbox"/> Work Study	<input checked="" type="checkbox"/> Regular <input type="checkbox"/> Temp <input type="checkbox"/> Term
<input checked="" type="checkbox"/> Full Time <input type="checkbox"/> Part Time	<input checked="" type="checkbox"/> Non FLSA Covered (Salaried Position)	<input type="checkbox"/> FLSA Covered (Time Sheets Required)
Job Title: President		Position Number: 1PRA00.
Department Name: President's Office		Reporting Official:
Campus Location: <input checked="" type="checkbox"/> Espanola <input type="checkbox"/> El Rito <input type="checkbox"/> Other		Office Phone: (505) 747-2140
Funding Source: <input checked="" type="checkbox"/> I&G <input type="checkbox"/> Grant <input type="checkbox"/> Other _____		Contract Term:
Grant Program Name:		Staff: <input checked="" type="checkbox"/> 12 mos Other _____
Grant Expiration Date: Click here to enter a date.		Faculty: <input type="checkbox"/> 9 mos <input type="checkbox"/> 10 mos <input type="checkbox"/> 11 mos <input type="checkbox"/> 12 mos
		Student: <input type="checkbox"/> Currently Work Study: <input type="checkbox"/> Yes <input type="checkbox"/> No
Account/Grant/Program No: 11000 1005 61301 131	FTE: 1.00	Amount: \$ 205,030.00
Account/Grant/Program No:	FTE:	Amount: \$
(Must Equal Contract or Estimated Amount)		Total: \$ 205,030.00

Notes:

Compensation

Start Date: 7/1/2014	Salary Amount: \$ 205,030.00 Paid on a pro-rated basis	Total Hours Authorized:
End Date: 6/30/2015	Stipends: \$	Weekly Hours Authorized:
Probation Ends: Click here to enter a date.	Other: \$	Hourly Rate: \$
	Total Contract: \$ 205,030.00 Paid on a pro-rated basis	(if applicable)
		Total Estimated: \$ 0.00
Salary Range: From: \$		To: \$
Current Salary: \$ 202,000.00	Proposed Salary: \$ 205,030.00	Salary Increase \$3,030.00 Percentage: 1.50%
Budget Check:	Job Title:	Date:

Completed By: Desirae Vigil	Job Title: Comp & Class	Phone: (505)747-5447	Date: 7/1/2014
Employee Signature: <i>Nancy Barcelo</i>	Date: 8/11/14		
Executive Signature: <i>[Signature]</i>	Date: 8/11/14		



NORTHERN NEW MEXICO COLLEGE

921 Paseo de Oate
Española, NM 87532

P.O. Box 160
El Rito, NM 87530

PERSONNEL ACTION NOTICE

EMPLOYEE PROFILE

<input type="checkbox"/> New	<input checked="" type="checkbox"/> Re-hire	<input type="checkbox"/> Transfer	<input type="checkbox"/> Termination	<input checked="" type="checkbox"/> Staff	<input type="checkbox"/> Faculty	<input type="checkbox"/> Student	<input checked="" type="checkbox"/> Exempt	<input type="checkbox"/> Non-Exempt
Employee Name: <u>Nancy V. Barcelo</u>		Position Number: <u>100501</u>		Banner ID: <u>000019400</u>				
Address: <u> </u>		City: <u> </u>	State: <u> </u>	Zip: <u> </u>	Social Security: <u> </u>			
Phone: <u> </u>	DOB: <u> </u> 46	Gender: <u>E</u>	Ethnicity: <u>Latina</u>	Highest Degree: <u>PhD</u>				
Emergency Contact Name: <u> </u>		Emergency Contact Phone: <u> </u>						

EMPLOYMENT INFORMATION

Department: <u>President's Office</u>	Grant/Program Name: <u> </u>	<input checked="" type="checkbox"/> Regular	<input type="checkbox"/> Temporary	<input type="checkbox"/> TERM
Reporting Official: <u>Board of Regents</u>	Job Title: <u>President</u>	<input checked="" type="checkbox"/> Full-Time	<input type="checkbox"/> Part-Time	

Effective Date: <u>07/01/2013</u>	Salary Amount: <u>\$202,000.00</u>	Hours Authorized: <u> </u> Hourly Rate: (if applicable) <u> </u> Total Estimated: <u> </u>
End Date: <u>06/30/2014</u>	Stipends: <u> </u>	
Probation Ends: <u> </u>	Other: <u> </u>	
Range: <u> </u> Step: <u> </u>	Total Contract: <u>\$202,000.00</u>	

BUSINESS OFFICE

Account/Grant/Program No: <u>11000-1005-61301-131</u>	FTE: <u>100</u>	Amount: <u>\$202,000.00</u>
Account/Grant/Program No: <u> </u>	FTE: <u> </u>	Amount: <u> </u>
Account/Grant/Program No: <u> </u>	FTE: <u> </u>	Amount: <u> </u>
(Must Equal Contract or Estimated Amount)		TOTAL <u>\$202,000.00</u>

Action
Reason:

SIGNATURES

Employee Signature <u>Nancy V. Barcelo</u>	Date <u>7-22-2013</u>
Executive Signature <u>[Signature]</u>	Date <u>7/25/13</u>



NORTHERN NEW MEXICO COLLEGE

921 Paseo de Oñate
Española, NM 87532

P.O. Box 160
El Rito, NM 87530

PERSONNEL ACTION NOTICE

EMPLOYEE PROFILE			
<input type="checkbox"/> New	<input checked="" type="checkbox"/> Re-hire	<input type="checkbox"/> Transfer	<input type="checkbox"/> Termination
<input checked="" type="checkbox"/> Staff		<input type="checkbox"/> Faculty	<input type="checkbox"/> Student
		<input checked="" type="checkbox"/> Exempt	<input type="checkbox"/> Non-Exempt
Employee Name: <u>Nancy V. Barcelo</u>		Position Number: <u>100501</u>	Banner ID: <u>000019400</u>
Address: [REDACTED]		City: [REDACTED]	State: [REDACTED]
Phone: [REDACTED]		DOB: [REDACTED] 46	Gender: <u>F</u>
		Ethnicity: <u>Latina</u>	Highest Degree: <u>PhD</u>
Emergency Contact Name: [REDACTED]		Emergency Contact Phone: [REDACTED]	
EMPLOYMENT INFORMATION			
Department: <u>President</u>		Grant/Program Name: _____	
Reporting Official: <u>Board of Regents</u>		Job Title: <u>President</u>	
		<input checked="" type="checkbox"/> Regular <input type="checkbox"/> Temporary <input type="checkbox"/> TERM	
		<input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time	
Effective Date: <u>7/1/12</u>	Salary Amount: <u>\$224,000.00</u>	Hours Authorized: _____	
End Date: <u>6/30/13</u>	Stipends: _____	Hourly Rate: (if applicable) _____	
Probation Ends: _____	Other: _____		
Range: _____ Step: _____	Total Contract: <u>\$224,000.00</u>	Total Estimated: <u>\$224,000.00</u>	
BUSINESS OFFICE			
Account/Grant/Program No: <u>11000-1005-61301-131</u>		FTE: _____	Amount: <u>\$224,000.00</u>
Account/Grant/Program No: _____		FTE: _____	Amount: _____
Account/Grant/Program No: _____		FTE: _____	Amount: _____
(Must Equal Contract or Estimated Amount)			TOTAL <u>\$224,000.00</u>
Action Reason: _____			
SIGNATURES			
Employee Signature <u>Nancy Barcelo</u>		Date <u>7-26-12</u>	
Executive Signature <u>Michael P. Branch</u>		Date <u>7-26-12</u>	



NORTHERN NEW MEXICO COLLEGE

921 Paseo de Oñate
Española, NM 87532

P.O. Box 160
El Rito, NM 87530

PERSONNEL ACTION NOTICE

EMPLOYEE PROFILE							
<input type="checkbox"/> New	<input checked="" type="checkbox"/> Re-hire	<input type="checkbox"/> Transfer	<input type="checkbox"/> Termination	<input checked="" type="checkbox"/> Staff	<input type="checkbox"/> Faculty	<input checked="" type="checkbox"/> Exempt	<input type="checkbox"/> Non-Exempt
Employee Name: <u>Barcelo, Nancy V.</u>		Position Number: <u>100501</u>		Banner ID: <u>19400</u>			
Address: <u> </u>		City: <u> </u>	State: <u> </u>	Zip: <u> </u>	Social Security: <u> </u>		
Phone: <u> </u>	DOB: <u> 46 </u>	Gender: <u>E</u>	Ethnicity: <u>Latina</u>	Highest Degree: <u>PhD</u>			
Emergency Contact Name: <u> </u>		Emergency Contact Phone: <u> </u>					
EMPLOYMENT INFORMATION							
Department: <u>President</u>		Grant/Program Name: <u> </u>		Job Title: <u>President</u>			
Effective Date: <u>7-1-11</u>	Salary Amount: <u>\$224,000</u>		<input checked="" type="checkbox"/> Full-Time		<input type="checkbox"/> Part-Time		
End Date: <u> </u>	Stipends: <u> </u>		Hours Authorized: <u> </u>				
Probation Ends: <u> </u>	Other: <u> </u>		Hourly Rate: (if applicable) <u> </u>				
Range: <u>VII</u>	Step: <u>1</u>	Total Contract: <u> </u>	Total Estimated: <u> </u>				
BUSINESS OFFICE							
Account/Grant/Program No: <u>11000-1005-61301-131</u>		Amount: <u>\$224,000</u>					
Account/Grant/Program No: <u> </u>		Amount: <u> </u>		<u>8333.33</u>			
Account/Grant/Program No: <u> </u>		Amount: <u> </u>					
(Must Equal Contract or Estimated Amount)		TOTAL		<u> </u>			
Notes: <u> </u>							
SIGNATURES							
Employee Signature <u>Nancy Barcelo</u>		Date <u>7/1/11</u>					
Executive Signature <u>Michael P. Bilevel</u>		Date <u>7/1/11</u>					



NORTHERN NEW MEXICO COLLEGE

921 Paseo de Oñate
Española, NM 87532

P.O. Box 160
El Rito, NM 87530

PERSONNEL ACTION NOTICE

EMPLOYEE PROFILE

☐ New ☒ Re-hire ☐ Transfer ☐ Termination ☒ Staff ☐ Faculty ☒ Exempt ☐ Non-Exempt

Employee Name: Barcelo, Nancy V. Position Number: 100501 Banner ID: 19400
Address: City: State: Zip: Social Security:
Phone: DOB: 46 Gender: E Ethnicity: Latina Highest Degree: PhD
Emergency Contact Name: Emergency Contact Phone:

EMPLOYMENT INFORMATION

Department: President Grant/Program Name: Job Title: President
Effective Date: 7-1-11 Salary Amount: \$224,000 ☒ Full-Time ☐ Part-Time
End Date: Stipends: Hours Authorized:
Probation Ends: Other: Hourly Rate: (if applicable)
Range: VII Step: 1 Total Contract: Total Estimated:

BUSINESS OFFICE

Account/Grant/Program No: <u>11000-1005-61301-131</u>	Amount: <u>\$224,000</u>
Account/Grant/Program No: <u> </u>	Amount: <u> </u>
Account/Grant/Program No: <u> </u>	Amount: <u> </u>
(Must Equal Contract or Estimated Amount)	TOTAL <u> </u>

Notes:

SIGNATURES

Employee Signature <u>Nancy Barcelo</u>	Date <u>7/1/11</u>
Executive Signature <u>Michael P. Bivens</u>	Date <u>7/1/11</u>

NORTHERN NEW MEXICO COLLEGE



EXEMPT



NON-EXEMPT

PERSONNEL ACTION NOTICE



FACULTY



STAFF

TYPE OF ACTION: ☒ New Employee (W-4, I-9, PERA/ERA FORMS REQUIRED)
☐ Termination ☐ Re-employment ☐ Transfer ☐ OTHER

EMPLOYEE DATA

BANNER ID

Name Barceló (Last) Nancy (First) V (I.) Soc. Sec. No. [REDACTED] 19400

Address [REDACTED] (Street or P.O. Box) [REDACTED] (City) [REDACTED] (State) [REDACTED] (Zip)

[REDACTED] (Home Telephone No.) Ph.D. [REDACTED] 46 (Highest Deg.) [REDACTED] 46 (Date of Birth) F (Sex) Latina (Eth.)

EMPLOYMENT INFORMATION

Dept. or Program: President Title or Position: President # 100501

Range Step E Contract Amt. \$224,000 \$333.33

Effective Date 7-1-10 Prob. Per. Ends

Temp. Empl. Ending Date Hours Authorized (Week)

Funding Source ☒ Hard ☐ Soft Account No. 11000-1005-61301-131

Budget Check CR 7/1/10 Note: Budget Check Required Before Approval.

EMPLOYEE STATUS CHANGE

From Dept./Prog.: Title/Position: Range: Step:

To Dept./Prog.: Title/Position: Range: Step:

Comments:

TERMINATION INFORMATION

Termination Effective Date Comments:

APPROVALS

(Director/Chair)

(Date)

(Provost/Executive Vice President)

(Date)

Nancy Bauli
(Employee)

(Date)

Nancy Bauli
(President)

(Date)

APPENDIX A
NNMC PRESIDENT EMPLOYMENT CONTRACT
PRESIDENTIAL GOALS

Pursuant to Paragraph VI. PERFORMANCE REVIEW, the following goals established by the NNMC Board of Regents together with Dr. Nancy Barceló, shall form the basis for the Board's Annual Presidential Performance Evaluation commencing in July 2012.

- Assess and develop the infrastructure of the College in the three key areas of Finance, Policy Development (includes HR), and Technology and work to secure appropriate funding to support advancement in each area.
- Assess and evaluate Academic and Career Technical Programs on both the Española and El Rito campuses to achieve and/or maintain excellence in all programs. This assessment will include comprehensive and rigorous evaluation of faculty, program content, facilities, equipment, technology, student achievement, retention, recruitment, and any other program dimensions and elements that are indicators of quality. Develop, expand, and initiate new program efforts such as the Veteran's Program, Adult Education, etc.
- Promote and secure financial funding through private, state and federal grants. This includes developing adequate criteria for the assessment and review of College financial needs, implementing a plan regarding capital needs, and attending annual legislative sessions to lobby for the expansion of financial funding allocations from the Legislative and Executive levels of state government.
- Raise Northern's profile and visibility through enhanced communication strategies that include community outreach, improved media and legislative relations, and the establishment of relationships with peer institutions, state and local agencies.
- Initiate, implement and maintain a program for achieving and maintaining an appropriate level of diversity within the faculty and administration.
- Review and re-evaluate all departments within the College to insure compliance with all federal, state and local regulations governing the College. Provide adequate Compliance Oversight throughout the College.
- Develop a five year Strategic Plan for the College that will address academic and infrastructure needs, anticipate financial requirements, engage in community outreach and development, and increase the visibility of the College on a State and National level.
- Institute a working committee within the community to discuss areas of common

NJB

NJB

interest as well as identify initiatives that could be undertaken by the College to assist the post-secondary educational offerings in the Española Valley.

WVP
/

JMB

NORTHERN NEW MEXICO COLLEGE
EMPLOYMENT CONTRACT
PRESIDENT (2012-2017)

I. PREAMBLE

This employment Contract is between the Board of Regents of Northern New Mexico College (Hereafter "Board" and "College") and Nancy V. Barceló, Ph.D. ("President"). The parties agree as follows:

II. TERM

The Board shall employ the President commencing on July 1, 2012 through June 30, 2017, inclusive.

III. POWERS, DUTIES, AND RESPONSIBILITIES

A. Governance

The Board shall operate at the policy level and shall delegate to the President the authority of the internal management of the College. The President will provide the Board with appropriate information, in a timely manner, in order that the Board may promulgate policy. The President, as Chief Executive Officer, is responsible for executing policies and implementing identified goals through the day-to-day management of the College. The President agrees to be responsive to changing goals and directives of the Board.

B. Other Duties

The President will: (1) provide and be accountable for leadership of academic excellence, (2) competently administer the instructional, student services, and business affairs of the College, (3) periodically direct the review of Board policies, (4) promote and endeavor to maintain a positive College image in the state and local community, (5) establish and maintain sound working relationships with other governmental agencies, (6) endeavor to maintain and improve professional competence among the faculty, staff and, individually, as the president, (7) serve as the Board's designated representative with respect to all matters concerning employer-employee matters, (8) annually evaluate administrative employees reporting directly to the President and participate in the evaluation of the remaining employees in accordance with College procedures, (9) manage and control College property and enter into contracts on behalf of the College as authorized by the Board, and (10) cooperatively participate in planning long term goals for the College and serve as the Board's administrative arm in carrying out those goals.

C. Accountability

The President is accountable to the Board, acting as a body, on all matters

regarding the duties and responsibilities as chief executive officer to the College. Only decisions of the Board acting as a body are binding upon the President except in instances when the Board, acting as a body, delegates appropriate functions to the Board President or a committee of the Board.

IV. BENEFITS

A. Salary

The President's base annual salary shall be \$200,000. The salary shall be paid in equal installments on the same schedule as full time faculty members provided that the President's salary shall be prorated over twelve (12) months. If salary increases are provided for in the annual budget and authorized by the Board of Regents, the President shall receive the same annual increase as all faculty and staff on July 1 of each year.

B. Other Benefits Included As Part of Salary Payments

i. *Automobile.* The President shall receive an automobile allowance of \$500.00 per month for College business in addition to mileage reimbursement under the New Mexico Per Diem and Mileage Act.

ii. *Cell Phone/Computer Service.* The President will be compensated for the costs of a cellular telephone including basic nationwide service and text capability. The phone shall be for purposes of conducting College business, but the Board will permit incidental personal use of the phone. The College will also provide for computer services at the President's office and home for use on College business. Such use is subject to the College's computer and internet use policies.

iii. *Life Insurance Benefits/Retirement Insurance/Long-Term Care.* At completion of each fiscal year of this Contract, the Board will provide to the President a paid annuity in the amount of Five Thousand Dollars (\$5,000). In addition, when eligible, the President shall be entitled to the same insurance coverage and retirement benefits as are provided to other College employees.

iv. *Residence Allowance.* The Board will provide \$1,500.00 per month to the President as a housing allowance within the Espanola Valley area during the term of this Contract.

v. *Expenses for Professional Meetings.* The President may attend professional meetings at local, state, national and international levels, and budgeted expenses incurred shall be reimbursed by the College. The President shall obtain prior approval from the Board for international meetings. The President shall provide the Board with a semi-annual report of non-local travels to professional meetings, including a cost summary and supporting invoices.

vi. *Outside Professional Activities.* The President is expected to devote her entire time, attention, and energy to the business of the College and shall not, during the term of this Employment Contract, engage in any other personal business or professional activity, whether or not for profit or compensation, without the prior approval of the Board (except for reasonable service on boards or committees of other public or educational entities and occasional speaking engagements as an invited speaker).

vii. *General Employee Benefits.* The President shall be entitled to all of the health care and other regular benefits extended to other employees of the College as contained in the Board's Staff Handbook, as it may be amended from time to time, provided that the Board may modify, exclude or extend additional benefits pursuant to this Contract.

viii. *Memberships/Reimbursements.* The College shall pay on the President's behalf or reimburse her for any membership dues, fees, or assessments of professional and private organizations incurred for business use in the ordinary exercise of the President's duties. Board approval must be obtained for costs associated with memberships in private clubs or associations.

ix. *Moving Costs.* The College shall reimburse the President for all reasonable moving expenses for relocating to the Espanola Valley area upon submission of the expenses.

x. *Keyperson Insurance.* The Board shall purchase and maintain a keyperson insurance policy on the President in the face amount of \$200,000 naming the College as the sole beneficiary and with such coverages as the Board, in its discretion, determines advisable to compensate the College for the losses incurred should the President die, become disabled or is otherwise unable to perform her required duties. Any proceeds will be used to pay for operation of the College in the President's absence as well as for the search and the contract costs associated with hiring a new president.

C. Faculty Tenure

The President shall be appointed as a professor, with tenure, in the College provided that during the President's service as President, the President will not receive a salary for the tenured faculty appointment nor will the President be expected to perform substantial faculty duties. At such time as the President no longer serves as President of the College, and subject to Article VII F. herein, the employment as a tenured professor in the College shall continue at a salary of not less than \$80,000 per academic year, consistent with the Faculty Handbook, at the President's option. If the President elects to continue employment as a faculty member in the College, the President will carry out the normal duties of a faculty member, as established by the College Faculty Handbook and the President's faculty tenure and status will be subject to the same College rules and regulations as other tenured faculty.

V. LIABILITY

The President shall be provided a defense for any and all claims and liabilities to which she has or shall become subject by reason of serving or having served as such officer of the College, or by reason of any action alleged to have been taken, omitted, or neglected by her as such officer, or employee of the College to the extent such claims are covered by the Risk Management Division of the State of New Mexico.

VI. PERFORMANCE REVIEW

In order to insure on-going communication between the President and the Board concerning the President's objectives and job responsibilities, as well as to achieve a mutual understanding between the parties concerning the accomplishments of such objectives and responsibilities, the Board shall conduct an annual written review of the President's performance, which shall include meeting between the President and the Board for the sole purpose of reviewing such objectives and responsibilities. Such annual reviews may include prioritizing job objectives and establishing timetables and resources for completion of such objectives. See Appendix A "Goals for President Barceló," attached.

The Board shall, with input from the President, establish a schedule and evaluation instrument for the review of the President and shall allow the President sufficient time to prepare an outline of accomplishments and progress made toward attaining the performance objectives and satisfying the duties and responsibilities of the position. The processes and goals outlined in the Academic Quality Improvement Program (AQIP) will be considered in the President's performance review.

VII. TERMINATION OF CONTRACT

This agreement may be terminated in advance of the expiration date under the following events and conditions:

A. Upon death.

B. Upon resignation.

C. By mutual consent of the parties: Either party may terminate this Contract voluntarily and without cause provided the party seeking termination shall give not less than 90 calendar days written notice of termination to the other party and in accordance with the following:

i. Upon notice by the Board to terminate this Contract, as of the effective date of termination, the College shall pay to the President the base salary then in effect for each month remaining in the term of the Contract or one (1) year



of base salary, whichever is less. The College shall also pay health benefits, including life insurance, for the same duration as the base salary. The parties agree that this provision is in recognition of the fact that Board desired the President to commit to a five year term in order to provide stability in the administration and advancement of the College's educational program. In the event of termination by the Board, without cause pursuant to this paragraph, such payment is, and shall be construed as a bargained for settlement and full satisfaction of any and all claims, known and unknown, which the President may have against the Board arising from or relating to the President's release from employment.

ii. Upon notice by the President to terminate this Contract, the President shall retain her tenure rights as provided in IV.C above and shall be placed on sabbatical leave at a salary of \$100,000 for one (1) year plus all benefits including life insurance, for the same duration. Upon completing one year of sabbatical leave the President be entitled to continue employment the College faculty as provided in IV.C. Upon assumption of a tenured faculty position, the President shall not be entitled thereafter to any other payment or benefit under this Contract.

D. Disability: The parties agree that the office of the President is a unique position. In the event the President becomes ill or disabled, and is unable to perform the essential functions, duties and responsibilities of the position, as outlined in this Contract, with or without a reasonable accommodation, for a period of 45 calendar days, the Board may require a fitness for duty examination and the President shall not unreasonably withhold consent. The examination, to be performed by a licensed physician selected by the College, will be for the purpose of determining if the President's inability to perform the essential functions of the position, with or without reasonable accommodation, will likely continue for a period of at least six months from the date of the physician's determination. The physician's determination will be provided to both parties, and the Board agrees the report shall be held in strictest confidence.

Upon a physician's determination that the inability to perform the essential functions of the position, with or without reasonable accommodation, will likely continue for a period of at least 6 months, the President will immediately vacate the President's position and will be assigned as "Administrator on Special Assignment." The President will be entitled to use sick leave, vacation, family leave as permitted by law and/or disability retirement as though continuing in the position of President but shall not exercise the authority or functions of the President and the Board may appoint an another person as acting President during such period of illness or disability. The President's employment will terminate when all paid or unpaid leaves have been exhausted. Upon vacating the position of President, the College may post and fill the position of President.

E. For Cause.

i. **Termination For Just Cause Procedures:** The following procedures

shall be used in the event that a majority of the members of the Board determine that there may be reason to terminate the President for just cause pursuant to Paragraph VII.E. of this Contract. The term "just cause" shall mean a breach or violation by the President of any of the terms or provisions of this Employment Contract, and shall also encompass its normally understood meaning in employment contracts, including as examples and not by way of limitation, dishonesty, willful misconduct, the refusal, unwillingness to perform the duties and responsibilities of the office of the President in good faith, uncorrected poor performance, insubordination, prolonged absence from duty without the consent of the Regents, any conduct that involves moral turpitude or that would tend to bring serious public disrepute upon the College or any violation of New Mexico or federal law or violation of College policy, actions taken in the President's official or private capacity that, in the Board's reasonable discretion, are deemed damaging to the public perception or stature of the College may serve as a basis for finding just cause provided that the Board's actions relating to private conduct shall not be based upon unlawful discrimination.

ii. Confidentiality: The College and the President agree that serious harm could be caused to the College by public hearings related to the termination of the President for just cause. As a result, the parties agree that any meetings or hearings regarding the President's termination for just cause shall be held in closed sessions of the Board, and agree to maintain the confidentiality of these proceedings to the maximum extent possible under the law. The President expressly waives any statutory right she may have to an open hearing regarding her termination for just cause.

iii. Pre-Termination Process.

a. If a majority of the Board believes that there may be reason to terminate the President for just cause, the President of the Board shall provide written notice to the College President of the bases for such termination. At his/her option, the President of the Board may place the President on paid administrative leave immediately upon delivery of the written notice.

b. A closed meeting of the Board shall be held no less than seven (7) days and no more than fourteen (14) days from delivery of the written notice for the purpose of providing an opportunity for the President to respond to the basis for termination and for the Board to deliberate regarding the termination. The President may be accompanied at this meeting by a representative of the President's choice to provide advice to the President. However, such representative may not participate in the meeting.

c. At the President's option, the President may respond to the basis for termination in writing, such document to be delivered to the President

of the Board no later than seven (7) days from delivery of the Board's written notice.

d. If, after the Board considers the President's response to the basis for termination, the Board determines that there is no basis to terminate the President for cause, no further action need to be taken by the Board. If the Board determines that there is a basis to terminate the President for cause, such vote of the Board must be taken at an open, public meeting of the Board.

iv. Post-Termination Process.

a. The President may appeal her termination for cause by providing written notice of appeal to the President of the Board no later than ten (10) days after the vote of the Board terminating the President's employment.

b. No more than sixty (60) days after receipt of the President's appeal, the Board shall hold a post-termination hearing in closed session. This deadline may be extended by agreement of the parties or by the President of the Board if he determines that extenuating circumstances exist to require such an extension.

c. The President of the Board shall preside over the hearing. The Board shall retain independent counsel to present the basis for termination and evidence to support those bases. The independent counsel may present and cross-examine witnesses, and may submit documents for the consideration of the Board. The Board may be represented by its regular counsel. The Board's counsel or President of the Board shall establish procedural rules for the hearing as necessary. The Rules of Evidence shall not apply; however, the President of the Board shall have the right to exclude any evidence that he determines is irrelevant or unnecessarily duplicative.

d. At the conclusion of the hearing, the Board shall consider whether sufficient basis existed to terminate the President for cause. The Board's deliberations shall be conducted in executive session, however, any vote shall be taken at an open public meeting of the Board. If the Board determines that the termination for cause was justified, this decision shall be final and subject to no further administrative review or appeal. If the Board determines that termination of the President for cause was not justified, the President may be re-instated at the Board's option or the Board may exercise its rights under voluntary termination provisions in Paragraph VII C.

F. Voluntary Termination by Board; Continued Tenure.

In the event this Contract is voluntarily terminated by the Board without cause, the President shall have the option, but not the duty, to continue employment with the College as a tenured faculty member as of the next succeeding semester following termination. In the event, the President accepts a faculty position following a voluntary termination by the Board without cause, the President's salary shall continue at the rate provided in paragraph VII C.i. for the period provided therein but shall be readjusted at the end of said period to conform to the rate set forth in IV C. above, a tenured faculty member in a like position on the College's salary schedule.

In the event the President is terminated for cause, as provided in this paragraph VII F, her position as President and as a tenured faculty member shall cease and this Contract shall terminate.

VIII. INTEGRATION.

This agreement contains the entire agreement and understanding of the parties. There are no oral understandings, terms or conditions, and neither party has relied upon any representations, express or implied, not contained in this agreement.

A. Modification of this Contract: No waiver or modification of this Employment Contract or any covenant, condition or limitation herein shall be valid unless in writing and duly executed by the party to be charged therewith, except that this Contract may be amended and/or supplemented from time to time upon agreement, provided such modification, supplement or amendment must be in writing and signed by both parties. The parties further agree that provisions of this section may not be waived.

B. Waiver of Breach: No waiver or either party of any rights under this Employment Contract will be valid unless set forth in writing signed by that party. The failure of either party to insist upon strict performance of the Employment Contract shall not be construed as a waiver.

IX. SUFFICIENCY OF APPROPRIATIONS.

Nothing in this Contract shall be construed as obligating the Board in the expenditure of funds or for some future payment of funds in excess of appropriations authorized by law and actually transferred to the Board. The Board's obligations pursuant to this Contract are therefore contingent upon appropriation of funds by the New Mexico Legislature, or the governing body of each party. The Board's decision concerning appropriations, including decisions concerning the sufficiency of appropriations, shall be final.

X. AMENDMENT OF 2011-2013 EMPLOYMENT CONTRACT.

Upon the full execution of this Contract by the undersigned, the 2011-2013 Contract of employment between the Board and President, the terms and conditions of the said Contract shall be deemed to have been amended and superseded in their entirety

by the terms and conditions of this 2012-2017 Contract of Employment.

IN WITNESS THEREOF, the parties have executed this agreement as of the day and year entered below.

By: Nancy V. Barceló
Nancy V. Barceló, Ph.D., President

Date: 2.23.2017

By: Michael Branch
Michael Branch,
NNMC Board of Regents President and
Authorized Representative

Date: 2/23/2017

APPENDIX A
NNMC PRESIDENT EMPLOYMENT CONTRACT
JULY 1, 2010

GOALS FOR DR. NANCY R. BARCELO

Pursuant to Paragraph VI. PERFORMANCE REVIEW, the following goals established by the NNMC Board of Regents together with Dr. Barcelo shall form the Basis for the Boards Annual Presidential Performance Evaluation commencing in June 2010.

1. Assessment of all Academic Programs. Goal is to achieve and/or maintain "Excellence in all Programs". "This assessment will include comprehensive and rigorous evaluation of faculty, program content, facilities, equipment, technology, student achievement, retention, recruitment, and any other program dimensions/elements that are indicators of quality."
2. Promote and secure expansion of financial funding through private, state and federal grants. Implement a plan regarding capital needs, expansion of financial funding allocations involving Legislative and executive levels of government. Assist NNMC Foundation's efforts to expand financial assistance to students through additional scholarships, and provide guidance in establishing a program to assist in meeting the capital needs of the College.
3. Assess and evaluate the El Rito Campus academic and technical programs, implementing additional programs currently being addressed such as veteran's training, language immersion programs, native american training, expansion of academic programs.
4. "Raise NNMC's profile and visibility through improved media relations, legislative relations, relationships with peer institutions and state agencies and effective marketing initiatives."
5. Implement and initiate a plan for achieving and maintaining an appropriate level of diversity within the faculty and administration.
6. Review and re-evaluate Athletic Program involving students, faculty and administration including the Espanola Community.
7. Develop a working adult student program (similar to the University of Phoenix model) whereby one can earn a college degree while working fulltime. This could include night and weekend classes. Develop a needs assessment to determine the community needs and where such a program would be most successful.

8. Develop a five year strategic financial plan for the college to help anticipate the financial needs of the college.
9. Institute a working committee within the community to discuss areas of common interest and in particular identify initiatives that could be undertaken by the College to improve the post secondary educational system of the valley.

**NORTHERN NEW MEXICO COLLEGE
EMPLOYMENT CONTRACT
PRESIDENT**

I. PREAMBLE

This employment Contract is between the Board of Regents of Northern New Mexico College (Hereafter "Board" and "College") and Nancy V. Barceló, Ph.D. ("President"). The parties agree as follows:

II. TERM

The Board shall employ the President commencing on July 1, 2010, through June 30, 2013, inclusive.

III. POWERS, DUTIES, AND RESPONSIBILITIES

A. Governance

The Board shall operate at the policy level and shall delegate to the President the authority of the internal management of the College. The President will provide the Board with appropriate information, in a timely manner, in order that the Board may promulgate policy. The President, as Chief Executive Officer, is responsible for executing policies and implementing identified goals through the day-to-day management of the College. The President agrees to be responsive to changing goals and directives of the Board.

B. Other Duties

The President will: (1) provide and be accountable for leadership of academic excellence, (2) competently administer the instructional, student services, and business affairs of the College, (3) periodically direct the review of Board policies, (4) promote and endeavor to maintain a positive College image in the state and local community, (5) establish and maintain sound working relationships with other governmental agencies, (6) endeavor to maintain and improve professional competence among the faculty, staff and, individually, as the president, (7) serve as the Board's designated representative with respect to all matters concerning employer-employee matters, (8) annually evaluate administrative employees reporting directly to the President and participate in the evaluation of the remaining employees in accordance with College procedures, (9) manage and control College property and enter into contracts on behalf of the College as authorized by the Board, and (10) cooperatively participate in planning long term goals for the College and serve as the Board's administrative arm in carrying out those goals.

C. Accountability

The President is accountable to the Board, acting as a body, on all matters

regarding the duties and responsibilities as chief executive officer to the College. Only decisions of the Board acting as a body are binding upon the President except in instances when the Board, acting as a body, delegates appropriate functions to the Board President or a committee of the Board.

IV. BENEFITS

A. Salary

The President's base annual salary shall be \$200,000. The salary shall be paid in equal installments on the same schedule as full time faculty members provided that the President's salary shall be prorated over twelve (12) months. If salary increases are provided for in the annual budget and authorized by the Board of Regents, the President shall receive the same annual increase as all faculty and staff on July 1 of each year.

B. Other Benefits Included As Part of Salary Payments

i. *Automobile.* The President shall receive an automobile allowance of \$500.00 per month for College business in addition to mileage reimbursement under the New Mexico Per Diem and Mileage Act.

ii. *Cell Phone/Computer Service.* The President will be compensated for the costs of a cellular telephone including basic nationwide service and text capability. The phone shall be for purposes of conducting College business, but the Board will permit incidental personal use of the phone. The College will also provide for computer services at the President's office and home for use on College business. Such use is subject to the College's computer and internet use policies.

iii. *Life Insurance Benefits/Retirement Insurance/Long-Term Care.* At completion of each fiscal year of this Contract, the Board will provide to the President a paid annuity in the amount of Five Thousand Dollars (\$5,000). In addition, when eligible, the President shall be entitled to the same insurance coverage and retirement benefits as are provided to other College employees.

iv. *Residence Allowance.* The Board will provide \$1,500.00 per month to the President as a housing allowance within the Espanola Valley area during the term of this Contract.

v. *Expenses for Professional Meetings.* The President may attend professional meetings at local, state, national and international levels, and budgeted expenses incurred shall be reimbursed by the College. The President shall obtain prior approval from the Board for international meetings. The President shall provide the Board with a semi-annual report of non-local travels to professional meetings, including a cost summary and supporting invoices.

vi. *Outside Professional Activities.* The President is expected to devote her entire time, attention, and energy to the business of the College and shall not, during the term of this Employment Contract, engage in any other personal business or professional activity, whether or not for profit or compensation, without the prior approval of the Board (except for reasonable service on boards or committees of other public or educational entities and occasional speaking engagements as an invited speaker).

vii. *General Employee Benefits.* The President shall be entitled to all of the health care and other regular benefits extended to other employees of the College as contained in the Board's Staff Handbook, as it may be amended from time to time, provided that the Board may modify, exclude or extend additional benefits pursuant to this Contract.

viii. *Memberships/Reimbursements.* The College shall pay on the President's behalf or reimburse her for any membership dues, fees, or assessments of professional and private organizations incurred for business use in the ordinary exercise of the President's duties. Board approval must be obtained for costs associated with memberships in private clubs or associations.

ix. *Moving Costs.* The College shall reimburse the President for all reasonable moving expenses for relocating to the Espanola Valley area upon submission of the expenses.

x. *Keyperson Insurance.* The Board shall purchase and maintain a keyperson insurance policy on the President in the face amount of \$200,000 naming the College as the sole beneficiary and with such coverages as the Board, in its discretion, determines advisable to compensate the College for the losses incurred should the President die, become disabled or is otherwise unable to perform her required duties. Any proceeds will be used to pay for operation of the College in the President's absence as well as for the search and the contract costs associated with hiring a new president.

C. Tenure

Subject to College faculty appointment procedures, the President shall be appointed as a professor, with tenure in the College. Thereafter, at all times, the President's faculty tenure and status will be subject to the same College rules and regulations as other tenured faculty. At such time as the President no longer serves as President of the College, and subject to Article VII F. herein, the employment as a tenured professor in the College shall continue, consistent with the Faculty Handbook, at the President's option.

During the President's service as President, the President will not receive a salary for the tenured faculty appointment, nor will the President be expected to perform substantial faculty duties. However, at such time as the President's services as President

of the College may end and the President elects to continue employment as a faculty member in the College, the President will carry out the normal duties of a faculty member, as established by the College Faculty Handbook.

V. LIABILITY

The President shall be provided a defense for any and all claims and liabilities to which she has or shall become subject by reason of serving or having served as such officer of the College, or by reason of any action alleged to have been taken, omitted, or neglected by her as such officer, or employee of the College to the extent such claims are covered by the Risk Management Division of the State of New Mexico.

VI. PERFORMANCE REVIEW

In order to insure on-going communication between the President and the Board concerning the President's objectives and job responsibilities, as well as to achieve a mutual understanding between the parties concerning the accomplishments of such objectives and responsibilities, the Board shall conduct an annual written review of the President's performance, which shall include meeting between the President and the Board for the sole purpose of reviewing such objectives and responsibilities. Such annual reviews may include prioritizing job objectives and establishing timetables and resources for completion of such objectives. See Appendix A "Goals for President Barceló," attached.

The Board shall, with input from the President, establish a schedule and evaluation instrument for the review of the President and shall allow the President sufficient time to prepare an outline of accomplishments and progress made toward attaining the performance objectives and satisfying the duties and responsibilities of the position. The processes and goals outlined in the Academic Quality Improvement Program (AQIP) will be considered in the President's performance review.

VII. TERMINATION OF CONTRACT

This agreement may be terminated in advance of the expiration date under the following events and conditions:

A. Upon death

B. Upon resignation.

C. By mutual consent of the parties: Either party may terminate this Contract voluntarily and without cause provided the party seeking termination shall give not less than 90 calendar days written notice of termination to the other party and in accordance with the following:

i. Upon notice by the Board to terminate this Contract, as of the

effective date of termination, the College shall pay to the President the base salary then in effect for each month remaining in the term of the Contract or one (1) year of base salary, whichever is less. The College shall also pay health benefits, including life insurance, for the same duration as the base salary. The parties agree that this provision is in recognition of the fact that Board desired the President to commit to a three year term in order to provide stability in the administration and advancement of the College's educational program. In the event of termination by the Board, without cause pursuant to this paragraph, such payment is, and shall be construed as a bargained for settlement and full satisfaction of any and all claims, known and unknown, which the President may have against the Board arising from or relating to the President's release from employment.

ii. Upon notice by the President to terminate this Contract, the President shall be paid all salary and benefits up to the date of termination and shall not be entitled thereafter to any other payment or benefit under this Contract.

D. Disability: The parties agree that the office of the President is a unique position. In the event the President becomes ill or disabled, and is unable to perform the essential functions, duties and responsibilities of the position, as outlined in this Contract, with or without a reasonable accommodation, for a period of 45 calendar days, the Board may require a fitness for duty examination and the President shall not unreasonably withhold consent. The examination, to be performed by a licensed physician selected by the College, will be for the purpose of determining if the President's inability to perform the essential functions of the position, with or without reasonable accommodation, will likely continue for a period of at least six months from the date of the physician's determination. The physician's determination will be provided to both parties, and the Board agrees the report shall be held in strictest confidence.

Upon a physician's determination that the inability to perform the essential functions of the position, with or without reasonable accommodation, will likely continue for a period of at least 6 months, the President will immediately vacate the President's position and will be assigned as "Administrator on Special Assignment." The President will be entitled to use sick leave, vacation, family leave as permitted by law and/or disability retirement as though continuing in the position of President but shall not exercise the authority or functions of the President and the Board may appoint another person as acting President during such period of illness or disability. The President's employment will terminate when all paid or unpaid leaves have been exhausted. Upon vacating the position of President, the College may post and fill the position of President.

E. For Cause.

i. Termination For Just Cause Procedures: The following procedures shall be used in the event that a majority of the members of the Board determine that there may be reason to terminate the President for just cause pursuant to Paragraph VII.E. of this Contract. The term "just cause" shall mean a breach or

violation by the President of any of the terms or provisions of this Employment Contract, and shall also encompass its normally understood meaning in employment contracts, including as examples and not by way of limitation, dishonesty, willful misconduct, the refusal, unwillingness to perform the duties and responsibilities of the office of the President in good faith, uncorrected poor performance, insubordination, prolonged absence from duty without the consent of the Regents, any conduct that involves moral turpitude or that would tend to bring serious public disrepute upon the College or any violation of New Mexico or federal law or violation of College policy, actions taken in the President's official or private capacity that, in the Board's reasonable discretion, are deemed damaging to the public perception or stature of the College may serve as a basis for finding just cause provided that the Board's actions relating to private conduct shall not be based upon unlawful discrimination.

ii. **Confidentiality:** The College and the President agree that serious harm could be caused to the College by public hearings related to the termination of the President for just cause. As a result, the parties agree that any meetings or hearings regarding the President's termination for just cause shall be held in closed sessions of the Board, and agree to maintain the confidentiality of these proceedings to the maximum extent possible under the law. The President expressly waives any statutory right she may have to an open hearing regarding her termination for just cause.

iii. **Pre-Termination Process.**

a. If a majority of the Board believes that there may be reason to terminate the President for just cause, the President of the Board shall provide written notice to the College President of the bases for such termination. At his/her option, the President of the Board may place the President on paid administrative leave immediately upon delivery of the written notice.

b. A closed meeting of the Board shall be held no less than seven (7) days and no more than fourteen (14) days from delivery of the written notice for the purpose of providing an opportunity for the President to respond to the basis for termination and for the Board to deliberate regarding the termination. The President may be accompanied at this meeting by a representative of the President's choice to provide advice to the President. However, such representative may not participate in the meeting.

c. At the President's option, the President may respond to the basis for termination in writing, such document to be delivered to the President of the Board no later than seven (7) days from delivery of the Board's written notice.

d. If, after the Board considers the President's response to the basis for termination, the Board determines that there is no basis to terminate the President for cause, no further action need to be taken by the Board. If the Board determines that there is a basis to terminate the President for cause, such vote of the Board must be taken at an open, public meeting of the Board.

iv. Post-Termination Process.

a. The President may appeal her termination for cause by providing written notice of appeal to the President of the Board no later than ten (10) days after the vote of the Board terminating the President's employment.

b. No more than sixty (60) days after receipt of the President's appeal, the Board shall hold a post-termination hearing in closed session. This deadline may be extended by agreement of the parties or by the President of the Board if he determines that extenuating circumstances exist to require such an extension.

c. The President of the Board shall preside over the hearing. The Board shall retain independent counsel to present the basis for termination and evidence to support those bases. The independent counsel may present and cross-examine witnesses, and may submit documents for the consideration of the Board. The Board may be represented by its regular counsel. The Board's counsel or President of the Board shall establish procedural rules for the hearing as necessary. The Rules of Evidence shall not apply; however, the President of the Board shall have the right to exclude any evidence that he determines is irrelevant or unnecessarily duplicative.

d. At the conclusion of the hearing, the Board shall consider whether sufficient basis existed to terminate the President for cause. The Board's deliberations shall be conducted in executive session, however, any vote shall be taken at an open public meeting of the Board. If the Board determines that the termination for cause was justified, this decision shall be final and subject to no further administrative review or appeal. If the Board determines that termination of the President for cause was not justified, the President may be re-instated at the Board's option or the Board may exercise its rights under voluntary termination provisions in Paragraph VII C.

F. Tenure.

In the event this Contract is voluntarily terminated by the Board without cause, the President shall have the right, but not the duty, to continue employment with the College as a tenured faculty member as of the next succeeding semester following

termination. In the event, the President accepts a faculty position following a voluntary termination by the Board without cause, the President's salary shall continue at the rate provided in paragraph VII C.i. for the period provided therein but shall be readjusted at the end of said period to conform to the rate set for a tenured faculty member in a like position on the College's salary schedule.

In the event the President is terminated for cause, as provided in this paragraph VII F. her position as President and as a tenured faculty member shall cease and this Contract shall terminate.

VIII. INTEGRATION.

This agreement contains the entire agreement and understanding of the parties. There are no oral understandings, terms or conditions, and neither party has relied upon any representations, express or implied, not contained in this agreement.

A. Modification of this Contract: No waiver or modification of this Employment Contract or any covenant, condition or limitation herein shall be valid unless in writing and duly executed by the party to be charged therewith, except that this Contract may be amended and/or supplemented from time to time upon agreement, provided such modification, supplement or amendment must be in writing and signed by both parties. The parties further agree that provisions of this section may not be waived.

B. Waiver of Breach: No waiver or either party of any rights under this Employment Contract will be valid unless set forth in writing signed by that party. The failure of either party to insist upon strict performance of the Employment Contract shall not be construed as a waiver.

IX. SUFFICIENCY OF APPROPRIATIONS.

Nothing in this Contract shall be construed as obligating the Board in the expenditure of funds or for some future payment of funds in excess of appropriations authorized by law and actually transferred to the Board. The Board's obligations pursuant to this Contract are therefore contingent upon appropriation of funds by the New Mexico Legislature, or the governing body of each party. The Board's decision concerning appropriations, including decisions concerning the sufficiency of appropriations, shall be final.

THE REMAINDER OF THIS PAGE IS INTENTIONALLY
LEFT BLANK; SIGNATURE PAGES FOLLOW

IN WITNESS THEREOF, the parties have executed this agreement as of the day and year entered below.

By: Nancy V. Barceló
Nancy V. Barceló, Ph.D., President

Date: 4-26-10

By: Michael Branch
Michael Branch,
NNMC Board of Regents President and
Authorized Representative

Date: 4-26-10



United States Senate
WASHINGTON, DC 20510-3103

December 2, 2014

Dr. Nancy Barcelo
President
Northern New Mexico College
921 N. Paseo de Oñate
Española, NM 87532

Dear Dr. Barcelo:

Congratulations on the grand opening of the Veterans Resource Center. It is a testament to your leadership and Northern New Mexico College's dedication to this idea that the Center is now a reality.

It is fantastic to know such a valuable resource is now available to students of Northern as well as the local community. Our veterans have served our country with honor and personal sacrifice, and we have a solemn obligation to return that service in any way possible. Your efforts to ensure they are able to make use of benefits like the education component of the GI Bill play an important role in fulfilling that promise.

Please extend my best wishes to Dr. Janelle Garcia and your entire team at the Veterans Resource Center. I look forward to continuing to follow its progress, and thank you for your commitment to serving fellow New Mexicans.

Sincerely yours,

Tom Udall
United States Senator

Nancy —
Keep up the good work
for our veterans.



President

NORTHERN NEW MEXICO COLLEGE
921 Paseo de Oñate
Española, New Mexico 87532

CERTIFICATION REGARDING A DRUG-FREE WORKPLACE

I certify that I will not engage in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance while under the employ of Northern New Mexico College.

Nancy Bernal
Signature

7/9/10
Date

PLEASE PRINT



NORTHERN NEW MEXICO COLLEGE
921 Paseo de Onate
Española, New Mexico 87532

CERTIFICATION REGARDING STAFF, FACULTY AND POLICY & PROCEDURE
HANDBOOK WEBSITE ADDRESSES

I certify that I have been given the web addresses for
Staff and Faculty handbooks and Policy & Procedure information.

Nancy Boncelis
Signature

7/9/10
Date

PLEASE PRINT

Nancy 'Rusty' Barceló, Ph.D.

Northern New Mexico College
921 Paseo de Oñate
Española, New Mexico 87532
Work: (505) 747-2140
E-Mail: nbarcelo@nnmc.edu

EDUCATION

University of Iowa	Ph.D.	Higher Education Administration, 1980
University of Iowa	M.A.	Recreational Education, 1972
Chico State College	B.A.	Social Work, 1969

PROFESSIONAL EXPERIENCE

July 2010-Present President/Professor, Northern New Mexico College

Responsible for executing policies and implementing identified goals through the day-to-day management of the College. President is responsive to changing goals and directives of the Board and will: (1) provide and be accountable for leadership of academic excellence, (2) competently administer the instructional, student services, and business affairs of the College, (3) periodically direct the review of Board policies, (4) promote and endeavor to maintain a positive College image in the state and local community, (5) establish and maintain sound working relationships with other governmental agencies, (6) endeavor to maintain and improve professional competence among the faculty, staff and, individually, as the president, (7) serve as the Board's designated representative with respect to all matters concerning employer-employee matters, (8) annually evaluate administrative employees reporting directly to the President and participate in the evaluation of the remaining employees in accordance with College procedures, (9) manage and control College property and enter into contracts on behalf of the College as authorized by the Board, and (10) cooperatively participate in planning long term goals for the College and serve as the Board's administrative arm in carrying out those goals.

June 2006-June 2009 Vice President and Vice Provost for Equity and Diversity University of Minnesota

Executive responsibility for developing and implementing a system-wide vision framework for equity and diversity that supports and advances the University's strategic positioning; and leading comprehensive system-wide efforts to create an inclusive culture of excellence with equity and diversity as fundamental principles and core values.

- Work collaboratively with the University president, senior vice presidents, chancellors, vice presidents, vice provosts, deans, staff, and faculty to advance equity and diversity in both principle and practice across the University system and at all organizational levels, in alignment with the University's strategic positioning priorities and its teaching, research, and civic engagement mission.
- In partnership with academic, administrative, and service units, support development of innovative and collaborative diversity initiatives consistent with the equity and diversity vision framework and strategic positioning: includes efforts to recruit, retain, and develop diverse faculty, staff, and students; to develop cultural competence and shared responsibility for equity and diversity across the system; to develop inclusive curricula and pedagogies; to develop a comprehensive system of diversity-based accountability measures; and to promote an inclusive and respectful campus environment that removes or minimizes barriers to personal, academic, and professional access and advancement and that broadly embraces identities, cultural perspectives, value systems, and knowledge traditions.
- Provide administrative and programmatic oversight and coordination of the Multicultural Center for Academic Excellence; the Women's Center; the Gay, Lesbian, Bisexual, and Transgender Programs Office; the Office of Equal Opportunity and Affirmative Action; and Disability Services.
- Partner with academic units to advance diversity research and scholarship, diversify faculty, and serve diverse communities; and with administrative and service units to diversify staff, address climate issues, advance inter-unit collaboration on equity and diversity, and ensure high levels of service to and engagement with diverse constituencies.

- Work with colleges, communities, and K-12 schools to open admission pathways to college for underrepresented and underserved populations; and work with colleges to enhance academic and support services for diverse students, to develop holistic measures of learning outcomes that recognize diverse ways of knowing, and to create an inclusive and supportive campus climate for all students.
- Develop and promote new collaborative models for diversity work that will position the University as a national innovator and leader on issues of equity and diversity.
- Cultivate and strengthen national higher education partnerships in support of diversity efforts.
- Develop individual and corporate financial support for diversity initiatives.

2003-June 2006 **Vice President and Vice Provost for Minority Affairs and Diversity**
University of Washington

2001-2003 **Vice President for Minority Affairs**
University of Washington

Provided institutional leadership, collaboration and coordination in developing and implementing diversity strategies and initiatives, including campus climate and outreach and retention of students, faculty, and staff for the tri-campus community of the University of Washington. Served on the President's Cabinet and was responsible for providing oversight and development of policies that affect diversity. Provided leadership in strategy development that contributed to diversity endowments for purposes of scholarship and research efforts. Provided administrative oversight for the Office of Minority Affairs focusing on the outreach and retention of students, inclusive of K-12 initiatives and graduate and professional efforts. Oversaw the newly created Academic Affairs Division that focused on faculty enhancement, curriculum transformation, and the Diversity Research Institute. Also responsible for developing university-wide systems of accountability in collaboration with academic and student service units and for strengthening external relationships with the institution's diverse constituencies.

1996-2001 **Associate Vice President for Multicultural and Academic Affairs**
University of Minnesota

Oversaw and facilitated the development and implementation of institutional policies for all campuses of the University and for programs on the Twin Cities campus regarding communities of color; women; people with disabilities; gay men, lesbians, bisexuals, and transgender (GLBT) people; and other historically underrepresented groups. Provided leadership in enhancing excellence through diversity at the University by ensuring that minority and diversity interests are reflected in all aspects of University life. Major responsibilities included policy development, leadership and guidance, faculty development, community outreach, student service, and assessment.

1999-2001 **Chair, Chicano Studies**
University of Minnesota

Provided administrative oversight on curricular, faculty and staff issues. Coordinated and enhanced relationships with other academic departments and with external communities.

1995-1996 **Assistant Provost, Office of the Provost**
Interim Director, Opportunity at Iowa
University of Iowa

Developed, implemented, and evaluated strategies for recruitment and retention of underrepresented faculty and students. Worked with academic and student service units to improve the collegiate environment for faculty and students. Coordinated curriculum development related to diversity initiatives. Analyzed state and national data to shape and develop university policies affecting campus diversity. Worked with appropriate University units on development activities. Prepared and administered Opportunity at Iowa budget; supervised professional staff.

1981-1995 **Assistant Dean, Office of the Provost**
University of Iowa

Developed and coordinated University-wide plan for pre-collegiate programs with academic and student service departments; coordinated and developed academic support and outreach programs; participated in enrollment and retention analysis; supervised general outreach publications; provided supervision for the Undergraduate Academic

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and Advising Center. Assisted in developing teaching policy for international teaching assistants. Served on behalf of the Provost as the grievance officer for student academic grievances. Administered the Jane A. Weiss Memorial Scholarship, Maria Cano Martinez Scholarship, Madeline Petersen Scholarship, and Opportunity at Iowa Foundation Account. Served as liaison on behalf of the Provost for the University of Iowa Lesbian, Gay, and Bisexual Staff and Faculty Association, Council on the Status of Latinos, and Council on the Status of Women.

**1987-1994 Associate Director, Opportunity at Iowa, Office of the Provost
University of Iowa**

Coordinated and developed outreach and retention programs for underrepresented students; maintained and developed community and state relationships; advised and counseled students of color on academic and non-academic matters. Advised and developed policy related to underrepresented students; worked with faculty on curricular change. Represented the University on matters of cultural diversity with the State Board of Regents, community agencies, school districts, institutions of higher education, and funding agencies.

**1981-1987 Director of Summer Session
University of Iowa**

Coordinated and developed summer session programs; prepared and administered summer session budget; conducted course and enrollment analysis; prepared summer publications. Worked directly with academic departments regarding curriculum development to facilitate meeting student and faculty needs.

**1982-1983 Acting Director, Affirmative Action
University of Iowa**

Directed and coordinated all duties related to a state institution affirmative action office. Responsible for implementing the University of Iowa Affirmative Action policies and conducting workshops addressing equal employment opportunities.

**1979-1981 Program Associate, Academic Affairs
University of Iowa**

Assisted Associate Dean of Academic Affairs in conducting outreach, retention, and course analysis; developed outreach, retention, and enrollment plans. Assisted Director of Summer Session in developing budgets, course analysis, enrollment projections, and publications.

**1978-1979 Research Assistant, Affirmative Action
University of Iowa**

Assisted Director in coordinating and monitoring University Affirmative Action program. Conducted research on affirmative action issues for speeches, reports, and policy development.

**1977-1978 Research Assistant, Academic Affairs
University of Iowa**

Conducted research on outreach and retention issues and monitored faculty teaching loads.

**1975-1976 Research Assistant, Special Support Services
University of Iowa**

Developed evaluation procedures measuring the academic success of underrepresented students who participate in orientation, academic support, and cultural programs.

**1975-1976 Acting Assistant Director, Chicano Indian-American Programs,
Special Support Services
University of Iowa**

Coordinated educational services and cultural activities of Chicano Indian-American Cultural Center; assisted in student outreach; advised administration regarding educational needs of Chicano/Latino and Native American students.

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1973-1975 Coordinator, Educational Opportunity Services
University of Oregon

Administered and developed programs designed to meet the special needs of minority and low income students; directed research; assisted in curriculum development; prepared budgets and proposals; trained staff; counseled students. Represented the University with community and state agencies as it related to minority student concerns.

1971-1973 Associate Director for Social Services, Special Support Services
University of Iowa

Coordinated social services for minority and low income students; counseled and recruited Chicano and American Indian students; directed Chicano Indian-American Cultural Center.

TEACHING EXPERIENCE

2007-present Affiliate Faculty
Educational Policy and Administration, Graduate School
University of Minnesota

2001 Affiliate Assistant Professor
American Ethnic Studies
University of Washington

Courses taught

Freshman Seminar: Latinas, Leadership and the College Experience

1996-2001 Adjunct Faculty
Chicano Studies Department
Women's Studies Department
College of Liberal Arts
University of Minnesota

Courses taught

La Chicana

Las Mujeres

Freshman Seminar: The Complexities and Dynamics of Identity in a Multicultural World

1981-1996 Adjunct Assistant Professor
College of Education
University of Iowa

Courses taught

Making a Vocational Educational Choice	Chicano and Puerto Rican Culture
Introduction to Student Services	Human Relations
Practicum Seminar in Student Services	Human Rights and Equity Issues
Sexuality Studies: Cultural Diversity	

Guest lecturer topics include leadership, multiculturalism, racism, gender identity, sexual orientation, and the Latino/a experience.

SELECTED DISSERTATION COMMITTEES

Elena Izaksonas, Social Work, University of Minnesota. "Educational Disparities for Latino Adolescents," 2009

Teresa Garcia, University of Iowa. "Educational Review of Mexicans in Iowa, 1920-1930," 2006

Terrie Ashby-Scott, Education Leadership, Gonzaga University. "Women of Color Leaders in Higher Education: Four Portraits," 2005

Ilene Alexander, American Studies, University of Iowa. "Still Learning Our Ways: Essays on Becoming Feminist Teachers," Co-Chair, 1997

Karen Conzett, University of Iowa. "Female College Students' Perception of Their Role in the Civil Rights and Antiwar Movements of the 1960s," 1994

Cathie Ann Schweitzer, Physical Education and Sports Studies, University of Iowa. "Survival Strategies of Women in Officiating," 1993

Carmen Pacheco Sosa, Curriculum and Instruction, University of Iowa. "The Effects of Text Format and Content on English as a Second Language Students' Ability to Solve Math Word Problems," 1993

Kris S. Morgan, Counseling Psychology, University of Iowa. "Factors Influencing Lesbian Use of Psychotherapy: An Emerging Model," 1993

Niambi Webster, Secondary Education, University of Iowa. "Using the Multifactor Attitudes Inventory to Evaluate Multicultural/Non-sexist Perceptions of Secondary Educators in Urban and Rural Schools in Iowa," 1992

Maria Luisa Molina, Leadership, Planning, and Policy Studies, University of Iowa. "Survival Strategies: How Some Chicanas from the State of Iowa Dealt with Structural and Ideological Barriers in Post Secondary Education," Co-Chair, 1992

Sabrina Ford, Counselor Education, University of Iowa. "Family History and Patterns of Addiction in African American Cocaine and Alcohol Dependent Individuals," 1990

Mary Arnold, Counselor Education, University of Iowa. "Anatocentrism as a Discriminator Among Feminists," 1989

Enedina Vazquez, Curriculum and Development, University of Iowa. "Peer Relationships," 1989

Linda Delano, Physical Education, University of Iowa. "Understanding Barriers that Women Face in Pursuing High School Athletic Administrative Positions: A Feminist Perspective," 1988

Robertha Abney, Physical Education, University of Iowa. "The Effects of Role Models and Mentors on Career Patterns of Black Women in Higher Education as Administrators and Coaches in Sport," 1988

Kristin Burns, Physical Education, University of Iowa. "Reconstructing Leadership Experiences: Toward a Feminist Theory of Leadership," 1987

Patricia Rosenbrock, Physical Education, University of Iowa. "The Impact of Women's Athletic Revolution of the 1970's and 1980's as Perceived by Primary Women Administrators in the Big Ten Conference," 1986

Sam Moreno, Counseling Psychology, University of Iowa. "Mexican American College Students' Initial Attitudes Toward Psychotherapists," 1983

Jeffrey Stevenson, Higher Education Administration, University of Iowa. "Faculty and Administrator's Views on Twelve Factors in the Preparation of Academic Administrators for Post Secondary Education," 1982

PUBLICATIONS

Barceló, R., Song Lyrics, in *Chicana/Latina Studies: The Journal of Mujeres Activas*, Volume 8, Issues 1/2, Spring 2009.

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Barceló, R., "Gloria Anzaldua's Contributions," in *Güeras y Prietas: Celebrating 20 Years of Borderlands/Frontera*, Norma Cantu and Christine L. Gutierrez, eds., The Adelante Project, Spring 2009.

Barceló, R., Chapter in a book by Sylvia Hurtado on diversity and institutional transformation in universities. Forthcoming

Barceló, R., "Transforming Our Institutions for the Twenty-First Century: The Role of the Chief Diversity Officer," *Diversity Digest*, Vol. 10 No. 2, 2007

Barceló, R., "The Multicultural Curriculum: Facing the Challenge," *Multicultural Prism: Voices from the Field*, 1994 (Video and Handbook)

Barceló, R., "The Multicultural Curriculum," *Multicultural Education: Strategies for Implementation in Colleges and Universities*, Vol. 4, 1994

Barceló, R., "Multiple Identities in the Academy: A Dean's Perspective," *Hispanoticias*, Fall Issue, 1993

Barceló, R., "Coping with and Addressing Racism in Our Educational Institutions," *Issues Facing People of Color in Education*, Institute of Educational Leadership, University of Northern Iowa, 1992 (Monograph)

Hetherington, C. & Barceló, R., "Womentoring: A Cross-Cultural Perspective," *Journal of the National Association of Women Deans, Administrators, and Counselors*, Fall 1991

Barceló R., "Hispanic Employment," *The Hispanic: Missing Link in Public Policy*. Spanish Speaking Peoples Commission of the State of Iowa, 1981 (Monograph)

ADDITIONAL PROFESSIONAL EXPERIENCE

Selected Consultantships

Member of Institutional Diversity External Review Team, University of Arkansas, 2009

Institutional Diversity External Review, Oklahoma State University, 2007

Multicultural Center External Program Review, Ohio State University, 2006

Butler University Review, 2004

Diversity and Equity: A Blueprint for Action Review, University of Colorado-Boulder, 2000

Division of Academic Support Programs Review, University of Wisconsin-Oshkosh, 2000

Multicultural Programs Review, Iowa State University, Ames, 1997

Cultural Diversity Training, Muscatine Community School District, Muscatine, Illinois, 1994

Domestic Partner Benefits in The Big Ten, Pennsylvania State University, University Park, Pennsylvania, 1994

Enrollment Management, Metropolitan State College of Denver, 1994

Developing a Multicultural Campus, Illinois State University, Normal, 1994

In-Service Training for Iowa School Districts, 1980-1996

Major Conference Involvement

"Keeping our Faculties IV: Recruiting, Retaining, and Advancing Faculty of Color," University of Minnesota, Local Planning Committee Member, 2006

Fourth symposium over the past 10 years hosted by the Office of the Vice President and Vice Provost for Equity and Diversity and the Office of the Senior Vice President for System Academic Administration to address the issues of recruitment, retention, and development of ethnic and racial minority faculty, develop creative and workable strategies for addressing these issues, and share implementable solutions based on research and practical experience.

"Cyber Imaginaries: Decolonizing the Future" MALCS (Mujeres Activas en Letras y Cambio Social) 2004 Summer Institute and Conference, XVII Annual Summer Institute, Conference Chair, University of Washington, 2004

The theme, *Cyberspace Imaginaries: Decolonizing the Future*, generated an interdisciplinary discussion that helped us imagine where we hope to locate ourselves as scholars and activists within the context of cyberspace.

"Women's Lives, Women's Voices, Women's Solutions: Shaping a National Agenda for Women in Higher Education" Teleconference, University of Minnesota, National Chair; 1998-2000

Provided a multicultural and inclusive forum for people across the country to begin an ongoing conversation about the needs, issues, and solutions facing women as workers, teachers, and students in American institutions of higher learning and developed a national agenda that will shape a vision for women in American higher education in the twenty-first century. Conceptualized the conference, assembled the national committee, secured over \$400,000 in funding, and garnered the support of national educational organizations to sponsor and participate in this groundbreaking teleconference.

"Keeping our Faculties: Addressing the Recruitment and Retention of Faculty of Color in Higher Education" Symposium, University of Minnesota, 1998

Symposium sponsored by the Office of the Associate Vice President for Multicultural and Academic Affairs addressed issues of recruitment, retention, and development of ethnic and racial minority faculty, developed creative and workable strategies for addressing these issues, and shared implementable solutions based on research and practical experience. Symposium has become a model in higher education for addressing these faculty issues.

Travel Delegations

Second World Conference on Remedies to Racial and Ethnic Economic Inequality, hosted by the University of Minnesota, led University of Minnesota delegation, University of South Australia, Adelaide, Australia and Auckland, New Zealand, 1998

National Center for Urban Partnerships South African Study Tour and Conference, discussed pipeline efforts within an intercultural context, led the Minneapolis Pathways delegation, South Africa, 1998

SELECTED PRESENTATIONS

Keynotes/Speeches

Innovative Practice and Creative Discovery: Together, NASPA Region IV-East Conference, Minneapolis, MN, November 8, 2010.

Transforming From the Top: Presidential Leadership Panel, Keeping Our Faculties V – Faculty Diversity in Higher Education: An Agenda for Research and Change Symposium, University of Minnesota, November 2, 2010.

Diversity as a Core Strategy for Institutional Transformation, AAC&U Network for Academic Renewal Conference, Houston, Texas, October 22, 2010.

Diversity as a Core Strategy for Institutional Transformation, The Michael Tilford Conference on Diversity and Multiculturalism, University of Kansas, October 11, 2010.

Celebrating Women's Progress Toward Equity, Keynote Speaker at the Women's Center 50th Anniversary, University of Minnesota, October 1, 2010.

Latina Studies in the Academy, Wellesley College, Wellesley, MA, 2009

Diversity and Democracy: Intersections and Interrogations, University of St. Thomas, St. Paul, MN, 2009

Reimagining Diversity: New Models for Institutional Transformation, Northern Illinois University, DeKalb, IL, 2009

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The Change We Need: Latino/Latina Education in the Age of Obama. Illinois Latino Council on Higher Education, DePaul University, Chicago, IL, 2009

Thirty Years of Diversity Work and Beyond: New Models for Student Diversity, Minnesota State College and University Student Services Diversity and Multiculturalism Conference, Minneapolis, MN, 2009

Crossing the Higher Education Gap: Challenges for Undocumented Students, Minnesota College Personnel Association Conference on Immigration and Internationalism, Anoka Ramsey Community College, Coon Rapids, MN, 2009

Diversity and Institutional Transformation, University of New Mexico, Albuquerque, NM, 2009

Beyond Best Practices: Toward a New Vision for Equity and Diversity, University of North Carolina–Asheville, Asheville, NC, 2008

Widening the Circle: Building Community Through Diversity, St. Thomas School of Law, Minneapolis, MN, 2008

Gender Equity: Bridging Change, Developing New Models, Oregon State Diversity Conference, Corvallis, OR, 2008

Latinas Unidas: Fifteen Years of Leadership + One, Omaha, NE, 2008

The Diversity Imperative in Advising: Leadership for the Next Generation of Service Delivery, Institute for Student Services Professionals National Conference, Minneapolis, MN, 2008

The New Tribalism: Building a Multicultural GLBT Community, GLBTA System-Wide Summit, University of Minnesota, Duluth, MN, 2008

Transforming the Academy, Creating Space for Women, Minnesota Women's Consortium Annual Meeting, Roseville, MN, 2008

Equity and Diversity: Transformational Change in Higher Education, New Mexico State University, La Cruces, NM, 2008

Building Diverse Communities, American Association of University Women, Faribault, MN, 2008

Building Diverse Communities, American Association of University Women, White Bear, MN, 2008

From Catalyst to Transformation: A Chief Diversity Officer's Vision for Driving Diversity to the Core of the Academy, National Webinar, 2008

Celebrating Latinos and their Contributions to the Americas, Hispanic Heritage Month, Delta College, University Center, MI, 2007

It's Not Rocket Science: Eliminating Bias and Barriers for Women in Science and Engineering, Sigma Delta Epsilon - Graduate Women in Science 86th Annual National Conference, University of Minnesota, St. Paul, MN, 2007

A Vision for Equity and Diversity at the University of Minnesota, University Faculty Retirees Association, University of Minnesota, Minneapolis, MN, 2007

Diversity: A Journey of Challenge and Collaboration (Commitment or Rhetoric?), 13th Annual National Conference on Diversity, Race and Learning, Ohio State University, Columbus, OH, 2007

Communicating Diversity at the University of Minnesota, U of M Communicators Forum, University of Minnesota, Minneapolis, MN, 2007

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From Isolation to Institutional Transformation: Diversity at the Center of the Academy, AAC&U Diversity and Learning Conference, Philadelphia, PA, 2006

Developing a Community of Scholars, Diversifying Higher Education Faculty in Illinois/King-Chavez-Parks Future Faculty Fellowship Program Joint Fellows Conference, Chicago, IL, 2006

Building Bridges: One Women's Experience as an Ambassador for Diversity, University Women of Color Fall Gathering, University of Minnesota, Minneapolis, MN, 2006

Student Services Professionals: Building Bridges for Educational Change and Student Success, Minnesota College Personnel Association Annual Conference, University of Minnesota, Minneapolis, MN, 2006

Latinos: Defining and Claiming Our Place in the 21st Century, 2006 Latino Lecture Series and Hispanic Heritage Month, University of Iowa, Iowa City, IA, 2006

Creating a Culture of Excellence for All, 31st Annual Bryn Mawr/Higher Education Resource Services Summer Institute for Women in Higher Education Administration, Bryn Mawr College, Bryn Mawr, PA, 2006

Building Diverse, Vital Institutions: Where Do We Go From Here? A National Summit: The Role of Leadership in Fostering and Sustaining Diversity in Institutions of Higher Education, National Council for Research on Women, New York City, NY, 2006

The Role of Diversity and Multiculturalism in the 21st Century Research University: A Vision and Strategies for Achieving Excellence, Diversity in Action: Strengthening Excellence in our Workplace Conference, University of California at Berkeley, 2006

Community Building: Shaping Our Future Together in Higher Education, Latino/Latina Faculty and Staff Summit, Breaking the Silence, University of Wisconsin, Madison, WI, 2006

Our Legacy: A Cultural Bridge to Our Destiny, *La Mujer Latina* 11th Annual Conference, *Latinas Sin Limites: Our Legacy, Our Destiny*, University of Wisconsin, Madison, WI, 2006

Chicanas as Educational Policy Makers, MALCS Summer Institute, Closing Plenary, University of California, Berkeley, CA, 2005

Your Dreams—Si Se Puede!, Latino Student Leadership Conference, Bellevue, WA, 2005

Understanding Campus Climate: Power, Privilege and Aspirations for Community, South Puget Sound Higher Education Diversity Partnership Institute, Pacific Lutheran University, Tacoma, WA, 2005

Women of Color in Leadership, Oregon Women in Higher Education Conference, Portland, OR, 2005

University of 1000 Years: Defining Moments at the UW, University of Washington, Seattle, WA, 2004

The Legacy of Cesar Chavez: Paving the Way for Multicultural Education, Cesar Chavez Guest Lectureship, Elmhurst College, Elmhurst, IL, 2004

Diversity in Education for Excellence, The Lakeside School, Seattle, WA, 2004

University of Washington Orientation Program, Honolulu, HI, 2004

Reflections for the Future, Accounting Career Awareness Program, University of Washington, Seattle, WA, 2004

Minority Scholars Invitational, University of Washington, Seattle, WA, 2004

Hispanic Chamber of Commerce Annual Scholarship Award Ceremony, Wenatchee, WA, 2004

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Martin Luther King School Dream Foundation Scholarship Banquet, Seattle, WA, 2004

Unidas Seremos Annual Banquet, Woodland Zoo, Seattle, WA, 2004

Higher Education and Beyond...for the Everett School District Hispanic Families, Everett High School, Everett, WA, 2004

Passing the Rebozo: Weaving New Patterns for Change in the Academy, Women of Color Celebration, Miami University, Oxford, OH, 2004

The Role of Latina Leadership in Strengthening and Valuing Latina/o Communities in Iowa, Strengthening and Valuing Latina/o Communities in Iowa Conference, University of Iowa, Iowa City, IA, 2003

Washington State Achievers' Invitational Banquet, University of Washington, Seattle, WA, 2003

Multicultural Graduation Celebration, Edmonds Community College, Lynnwood, WA, 2003

National Initiative for Women in Higher Education: Latinas as Educational Leaders in the 21st Century, Dealing with Difference Summer Institute, Western Illinois University, Macomb, IL, 2003

Higher Education: Our Legacy and Our Future, HEP/CAMP End of the Year Banquet, Central Washington University, Ellensburg, WA, 2003.

Campus Climate and Complexion: A Conversation for Change, Leadership Conference on Women's Issues, University of North Dakota, Grand Forks, ND, 2003

Producing Educators Who Inspire, The 6th Annual Joint Fellows Conference, Northbrook IL, 2002

Leadership, Women of Color Reception, University of Washington, Seattle, WA 2002

Essence of Success 2002, University of Washington, Seattle, WA, 2002

Multiculturalism: A 21st Century Reality, 15th Annual Community College/University of Washington Advising Conference, University of Washington, Seattle, WA 2002

Multiculturalism: A Democratic Principle for Societal Transformation, Washington State Association for Multicultural Education 9th Annual Fall Conference, Seattle, WA 2002

Women Leading the Way, YWCA Leaders in Progress Leading the Way Fundraising Breakfast, Seattle, WA, 2002

Leadership in the New Millennium, Alaska Women's Higher Education Conference, University of Alaska, Anchorage, AK, 2002

Higher Education: Our Legacy and Our Future, Yakima Hispanic Academic Achievers Program, Yakima, WA, 2002

Commencement Address, Yakima Valley Community College Graduation, Yakima, WA, 2002

Proyecto Saber Graduation, El Centro de la Raza, Seattle, WA, 2002

Importance of Women in Higher Education, Latina Appreciation Banquet, University of Washington, Seattle, 2002

Past, Present, Future, Latinas Unidas 10th Anniversary Celebration, Omaha, NE, 2002

Chicana/os & Latina/os Forging New Paths in the Northwest, Northwest FOCO: Chicana/o Studies, Washington State University, Pullman, WA, 2002

Student Activism, Adelante Con Educacion Conference, University of Washington, Seattle, WA, 2001

Diversity, Vision and the Future of OMA, Enhancing Diversity Through Advising Conference, University of Washington, Seattle, WA, 2001

Positioning Women and People of Color in Faculty for the 21st Century: Strategies and New Directions, University of Colorado System Public Lectures, Boulder, Colorado Springs, Denver, CO, 2002

Diversity in Higher Education, Northwest Association of Special Programs Fall Conference, (Regional Association of TRIO Programs), Portland, OR, 2001

New Directions, MAP Bridging the Gap Breakfast, University of Washington, Seattle, WA, 2001

Strategies For Diversity Initiatives in the 21st Century: Redefining Roles and Boundaries in the Workplace, IMAGE Region X Conference, Bellevue, WA, 2001

The Future of Chicana/o Studies, Chicana/o Studies Spring Speakers Series, University of Wisconsin-Madison, Madison, WI, 2001

Women in the Academy within a Multicultural Context, Women's History Week Celebration, San Antonio College, San Antonio, TX, 2001

Being Multicultural in the Gay Community, Pride Week, University of Minnesota-Crookston, Crookston, MN, 2001

The Role of Latinas in Higher Education, President and Provost's Diversity Lecture Series, Ohio State University, Columbus, OH, 2001

Latinos in Education, Minnesota Hispanic Bar Association Annual Meeting, Minneapolis, MN, 2000

Building Community Across Differences on College Campuses, Professional Development Workshop, University of Wisconsin-Stout, Menomonie, WI, 2000

Diversity in the University: Heightening Awareness of the Roles and Contributions of Latinas in Higher Education, Women's History Month, Northern Illinois University, DeKalb, IL, 2000

Latina/o Cultural Heritage: The Fabric of Our Identity, Cinco de Mayo Celebration, Metropolitan State University, St. Paul, MN, 2000

Diversity as Democracy, Democracy Project Conference, University of Minnesota, Minneapolis, MN, 1999

Diversity, Community, and Identity, Life Sciences Summer Undergraduate Research Program Convocation, University of Minnesota, St. Paul, MN, 1999

Being Multicultural in the Gay Community: All the Selves We Are, Pride Week, University of Minnesota-Morris, Morris, MN, 1999

Latinos, Literacy and Life-Long Learning, League of United Latino American Citizens, Davenport, IA, 1999

Latinos: Past, Present and Future, Hispanic Month, University of Northern Iowa, Cedar Falls, IA, 1999

Student Cultural Centers/Student Activism and Their Impact on Higher Education, Hispanic Heritage Month, University of Iowa, Iowa City, IA, 1999

Celebrating Our Culture: Latinos Past, Present and Future, Instituto De Arte Cultura Annual Awards Ceremony, St. Paul Foundation, St. Paul, MN, 1999

American Indians at the University of Minnesota, Minnesota American Indian Chamber of Commerce Conference, St. Paul, MN, 1998

Redefining and Expanding the Borders of the Latino Experience, University of Wisconsin-Superior, Superior, WI, 1998

Building Community Through our Differences, Cinco de Mayo Celebration, University of Minnesota-Crookston, Crookston, MN, 1998

La Raza: Past, Present and Future, Ninth Annual Fiesta, University of Minnesota-Duluth, MN, 1998

Mothers, Daughters, Grandmothers: Keepers of our Stories, Guides to the Future, Latina Mother/Daughter Conference, Concordia University, St. Paul, MN, 1998

Redefining and Expanding the Borders of the Latino Experience, Latinos in the Heartland, University of Minnesota-Morris, Morris, MN, 1998

Latinas in the Heartland: Empowerment and Community, Empowering Women of Color Orientation Workshop, University of Wisconsin-Eau Claire, Eau Claire, WI, 1998

Art in the Culture of the Latino Community, Instituto de Arte y Cultura Leadership Awards, Instituto de Arte y Cultura, St. Paul, MN, 1998

Facilitating Dialogue and Building Community Across Difference, Commission on Human Diversity Workshop, University of Minnesota-Duluth, Duluth, MN, 1997

Education: The Key to Your Success, 14th Annual Hispanic Education Fair, Minnesota Hispanic Education Program, St. Paul, MN, 1997

Changing Demographics, Learning To Lead Summer Institute Honors Banquet, Western Illinois University, Macomb, IL, 1997

Claiming our Culture, Honors Banquet, Quad-Cities Education Scholarships, Inc., Sterling, IL, 1997

Chicana Scholarship as Leadership: Empowerment and Community, Escucha Mi Grito National Conference, University of Illinois, Chicago, IL, 1997

A Chicana Perspective of Diversity and Women, Celebrating Women of Color: Where We are Now, Where We are Going, La Raza Student Cultural Center Conference, University of Minnesota, Minneapolis, MN, 1997

Redefining and Expanding the Borders of the Latino Experience, Center for Rural Sociology and Community Analysis Conference, University of Minnesota, St. Paul, MN, 1997

Education for the Future, Chicano, Mexicano and Latino Symposium, Minnesota State University-Mankato, Mankato, MN, 1997

Academic Excellence in Math and Science, Academic Excellence in Math and Science Honors Banquet, College of Biological Sciences, University of Minnesota, Minneapolis, MN, 1997

New Directions: A Systemwide Perspective on Multicultural Affairs in the 21st Century and Defining and Structuring Collaboration, Minority Student Programs Conference, University of Minnesota-Morris, Morris, MN, 1997

Exploring the Possibilities, Latino College Expo, Des Moines Public Schools, Des Moines, IA, 1996

A Trip Back Through Time, 25th Anniversary of the Chicano/Latino Native American Cultural Center, University of Iowa, Iowa City, IA, 1996

Redefining and Expanding the Borders of the Latino Experience: Latinos in the Heartland, Ohio Commission on Spanish-Speaking Affairs Recognition Awards, Columbus, OH, 1996

Reclaiming Ourselves and Our History, Food For Thought Migrant Conference, Visions for Change, Fargo, ND, 1996

Retention Issues as they Relate to Multiple Identities, Ninth Annual Noel-Levitz Conference on Student Retention, New York City, NY, 1995

The National Discourse on Civil Rights: A Latina Perspective, Coordinating Council for Minority Issues and Minority Graduate Student Association, University of Chicago, Chicago, IL, 1995

History and Culture: Effect on Student Success, First Annual Latino High School Senior Banquet, Rockford, IL, 1995

Learning to Lead: Summer Institute for Hispanic Students, Dealing with Difference Summer Institute, Western Illinois University, Macomb, IL, 1995

Latinos in the Midwest, Hispanic Heritage Month, Hispanic Employment Commission of Nebraska, Omaha, NE, 1994

Perspectives on Women and the University of Iowa, Associated University Women's Fall Reception, University of Iowa, Iowa City, IA, 1994

Structures and Trends in Affirmative Action, Committee on Inter-Institutional Cooperation Affirmative Action Conference, University of Iowa, Iowa City, IA, 1994

The Power of Multiple Voices: Alliances for the Future, Women as Leaders Series, Illinois State University, Normal, IL, 1994

Chicanos in the Midwest: The Struggle to Gain Space and Identity, National Association for Chicano Studies Midwest Regional Conference, Northeastern University, Chicago, IL, 1994

Creating Alliances Through Multicultural Voices, Women's History Month Celebration, Milwaukee Area Technical College, Milwaukee, WI, 1994

Juggling Multiple Identities in the Academy, Quad-Cities Affirming Diversity, Moline, IL, 1994

Latino Identity, Latino College Day Exposition, Drake University, Des Moines, IA, 1994

Breaking the Barriers, Affirmative Action Colloquium, University of Northern Iowa, Cedar Falls, IA, 1994

Women at the University of Iowa: The Millennium Approaches, Council on the Status of Women and the Women's Resource and Action Center, Iowa City, IA, 1994

Latino Identity in the Midwest, Latino Pride Week, Knox College, Knox, IL, 1994

Defining the Vision: What Next? Illinois Student Latino Leadership Conference, Illinois State University, Bloomington, IL, 1993

Latino Identity, Sigma Lambda Gamma Founders Day Banquet, University of Iowa, Iowa City, IA, 1993

Latina/Lesbian Identity Issues, University of Tennessee, Chattanooga, TN, 1993

Latinos: A Midwest Perspective, Grinnell College Convocation, Grinnell College, Grinnell, IA, 1993

Cultural Identity: Strength for the Future, Quad-Cities Hispanic Senior Banquet, Blackhawk College, Moline, IL, 1993

Why Can't We All Get Along? Diversity Day, Fort Madison State Penitentiary, Fort Madison, IA, 1992

- 500 Years of Hispanic Heritage*, Hispanic Heritage Month, U.S. Department of Defense, Cedar Rapids, IA, 1992
- Identity: Chicana/Lesbian Perspective*, Gay Pride Week, U.S. West, Omaha, NE, 1992
- Latinos Achieving*, Hispanic Junior and Senior Banquet, Muscatine Community College, Muscatine, IA, 1992
- Cultural Identity: A Tool for Empowerment*, Cinco de Mayo Celebration, Latino Student Organization, Aurora University, Aurora, IL, 1992
- Your Future*, Upward Bound Graduation Celebration, University of Iowa, Iowa City, IA, 1992
- Women of Color Making a Difference*, Eighth Annual Nebraska Women of Color Conference, Omaha, NE, 1992
- Cultural Diversity: From the Margins to the Center*, First Annual Cultural Diversity and Affirmative Action Banquet, Governors State University, University Park, IL, 1992
- Politics of Identity: A Chicana/Lesbian Perspective*, Cornell College Convocation, Cornell College, Cornell, IA, 1992
- Diversity on Campus and at the Workplace*, Success Seminar Conference, Purdue University, Calumet, IN, 1992
- Parallels and Intersections of Racism and Other Forms of Oppression*, St. Ambrose University, Davenport, IA, 1991
- Conflict between Family and Culture: Hispanic Education Issues*, Women's Program, Metropolitan State University, St. Paul, MN, 1990
- Education: A Latino Cultural Legacy*, Hispanic Education Fair, Metropolitan State University, St. Paul, MN, 1990
- The Changing Role of Women in Hispanic Society*, St. Ambrose College, Davenport, IA, 1990
- Latino Identity and Higher Education*, Scholarship Fundraiser, Illinois Hispanic Democratic Council, Rock Island, IL, 1990
- Cultural Diversity: Another Unfinished Agenda*, American Council on Education/National Identification Program Unfinished Agenda: Women in Higher Education Administration State Conference, Bloomington, IL, 1990
- Latino Education and Identity Issues: The Latino Community in Iowa*, Hispanic Recognition Night, Augustana College, Sioux Falls, SD, 1990
- Cultural Identity: A Strategy for Survival*, Women's Studies, University of Wisconsin-Stout, Menomonie, WI, 1990
- Education: Its Important Role in the Future Workplace*, Proteus Employment Opportunities, Muscatine, IA, 1990
- Women of Color in the Curriculum*, Women's Studies, University of Wisconsin-Stout, Menomonie, WI, 1990
- Educational Opportunities at Another Crossroad: Is the Dream Still Alive?* Mid-America Association of Educational Opportunity Program Personnel Conference, Fontana, WI, 1988
- Bicultural Identity/Self Esteem*, New Horizons, Muscatine General Hospital, Muscatine, IA, 1988
- Climb Every Mountain: The Role of Latinos in Higher Education*, Quad-Cities Mexican American Organization Sixth Annual Debutante Ball, Davenport, IA, 1987
- Mexican American Women's Achievements*, Mothers and Daughters: Recognizing Women's Achievement in Fort Madison, Fort Madison School District, Fort Madison, IA, 1987

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Medical Opportunities: Academic and Community Services, Los Curanderos, Third Annual Indio Hispanic Medical Symposium, University of Iowa, Iowa City, IA, 1986

Mi Casa, Su Casa, Chicano Association for Legal Education, College of Law Open House, University of Iowa, Iowa City, IA, 1986

Mexican American Women in the Struggle Mexican Fiesta Program, Fort Madison, IA, 1986

Building Bridges for Survival: Challenges 1986, League of United Latino American Citizens Iowa State Convention, Fort Madison, IA, 1986

Integrating Women and Minorities into the Work Place, Quad-Cities Merit Employment Council, Davenport, IA, 1986

A Tribute to Higher Education, Quad-Cities Mexican American Organization Fifth Annual Recognition Banquet, Davenport, IA, 1985

History and Culture of Hispanics in the U.S, Hispanic Heritage Week, Rock Island, IL, 1985

La Mujer do los 80s, Nebraska Hispanic Women's Conference, Omaha, NE, 1984

The Role of Hispanics in Politics, Fourth Annual Spring Hispanic Symposium, Our Heritage: Education and Politics, Iowa State University, Ames, IA, 1984

Who Are the Hispanic Women? Iowa League of United Latino American Citizens State Convention, Des Moines, IA, 1984

The Search Process, Women On the Way Up: Women in Higher Education Administration, Des Moines, IA, 1983

Growth and Development of the Latina in the Midwest, Centro PanAmericano La Mujer: Arte y Expression Femenina Conference, Aurora, IL, 1983

Hispanic Women: Our Diversity As We Cope With Sexism, Iowa League of United Latino American Citizens State Convention, Iowa City, IA, 1983

Latina Women: Challenges of the 80s, Latino Lecture Series, University of Illinois, Champaign, IL, 1981

A Special Focus on La Hispana, Our Hispanic Heritage: Cultural Awareness Training Seminar, Hispanic Employment Program, Kansas City, MO, 1981

The Betterment of Hispanics Through Education, Hispanic-American Symposium and Latin American Festival, Iowa State University, Ames, IA, 1981

Your Achievement Here... Only the Beginning, Sixth Annual Recognition Banquet, Office of Minority Affairs and the Black Cultural Center, Iowa State University, Ames, IA, 1979

Presentations, Workshops, Panels

Chicano-Latino Studies at the University of Minnesota, Plenary, Chicano-Latino Exhibit/Collection Opening, Wilson Library, 2009

State of Diversity: Where We Are, Where We're Going, University of Minnesota Diversity Breakfast, 2008

Diversity Work: 30 Years and Counting, Presentation to the Diversity and Multicultural Division of Minnesota State Colleges and Universities Chancellor's Office, St. Paul, MN, 2009

Diversity is a Renewable Resource, New Faculty Orientation, 2008

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Diversity Issues in the Classroom, Workshop for the faculty of Curriculum and Instruction, College of Education and Human Development, University of Minnesota, 2008

Administration and Leadership in Higher Education, Seminar Presentation, 2008

Diversity Scholarship as a Model for Interdisciplinary Inquiry, Consortium on Fostering Interdisciplinary Inquiry, University of Minnesota, Minneapolis, MN, 2008

Legacy and Challenge: New Models for Diversity Work (panel), University of Washington 40th Anniversary Celebration, UW, Seattle, WA, 2008

Borders and Bridges: Strategies for Institutional Transformation, Gloria Anzaldua Symposium, University of Texas, San Antonio, TX, 2007

Recruiting and Retaining a Diverse Faculty, CIC-ALP Conference, University of Minnesota, Minneapolis, MN, 2007

Diversity at the University of Minnesota, New Faculty Orientation, University of Minnesota, Minneapolis, MN, 2007

Counseling Immigrant Women, International Women's Day Conference, Panelist, University of Minnesota, Minneapolis, MN, 2007

Developing Future Recruiting Strategies, Admission and Financial Aid Workshop, Panelist, University of Michigan, Ann Arbor, MI, 2007

The Role of the Office for Equity and Diversity at the University of Minnesota, New Department Chairs Workshop, University of Minnesota, Minneapolis, MN, 2007

The Role of the Office for Equity and Diversity at the University of Minnesota, School of Journalism Forum, University of Minnesota, Minneapolis, MN, 2006

Serving Student, Faculty, and Staff and Enhancing Campus-Wide Diversity, U of M Senate, University of Minnesota, Minneapolis, MN, 2006

The Role of Diversity and Multiculturalism in the 21st Century Research University: A Vision and Strategies for Achieving Excellence, University of Minnesota Public Forum, Minneapolis, MN, 2006

Women of Color as Policy Makers: Bridges for Educational Change, Closing Speaker, Oregon Women in Higher Education Conference, Portland, OR, 2006

Race and Class, KCTS Connects, Panelist, Seattle, WA, 2005

Are We There Yet? Cultivating Allies Across Difference: An Addition to Your Cultural Leadership Tool Kit for Women of Color, American Council on Education Educating All of One Nation Conference, Workshop, Phoenix, AZ, 2005

Women Leading for Change: Cultural Identity as a Tool for Empowerment, AAC&U Diversity & Learning Conference, Workshop, Nashville, TN, 2004

Nordstrom Latina Summit, "Sexuality" Panelist, Seattle, WA, 2004

Mentor-to-College, Guest Speaker, The College Track, The Northwest Education Loan Association, Seattle, WA, 2004

National Conference on Race & Ethnicity in American Higher Education, Panelist, Miami, FL, 2004

Women of Color Empowerment Luncheon, Panelist, Seattle, WA, 2004

National Middle College/High School Student Conference, Presenter, Microsoft Campus, Redmond, WA, 2004

Building Diversity in Higher Education: Milestones and Challenges, Presenter, ACE Northern California Network for Women Leaders in Higher Education Regional Conference, San Francisco, CA, 2004

New Directions for Leadership, Women in Higher Education Regional Conference, Plenary Address, University of Alaska, Fairbanks, AK, 2004

Making Women's History: the Louise Noun – Mary Louise Smith Iowa Women's Archives at Ten Years, Panelist, Strengthening and Valuing Latino Communities in Iowa, University of Iowa, Iowa City, IA, 2003

Latino Student Development within the Context of Identity Workshop, Panelist, Hispanic Heritage Celebration, Northwestern University, Evanston, IL, 2003

Trailblazers Workshop, Panelist, Latina Empowerment Summit, Seattle, WA, 2003

A New Leadership Model for Women of Color: Cultural Identity as a Tool, Workshop, 16th Annual National Conference on Race and Ethnicity in American Higher Education, San Francisco, CA, 2003

Many Women, Many Pasts: New Directions in Collecting, Panelist, Iowa Women's Archives Symposium, University of Iowa, Iowa City, IA, 2002

Diversity Institute for Educators, University of Washington, Seattle, WA, 2002

La Raza Graduation, University of Washington, Seattle, WA, 2002

Raven's Feast Native American Graduation, University of Washington, Seattle, WA, 2002

Pathway to the Faculty: Strategies for the 21st Century Panelist, Keeping Our Faculty Symposium, University of Minnesota, Minneapolis, MN, 2002

Office of University Women Spring Celebration, Remarks, University of Minnesota, Minneapolis, MN, 2002

Collaborations in Higher Education, Panelist, Designing Research for Change Conference, University of Minnesota, Minneapolis, MN, 2001

Framing Diversity and Equity in a Changing Landscape, Panelist, Committee on Institutional Cooperation Diversity Forum, University of Michigan, Ann Arbor, MI, 2001

The Value of Women in Creating the New Academy, Panelist, American Association of Colleges and Universities Annual Meeting, New Orleans, LA, 2001

Women Leading the Transformation of the Academy for a Multicultural Campus, Panelist, Diversity & Learning: Identity, Community, & Intellectual Development Conference, American Association of Colleges and Universities, Pittsburgh, PA, 2000

Women Leading the Transformation of the Academy for a Multicultural Campus, Panelist, American Association of Colleges and Universities Network for Academic Renewal, Washington, D.C., 2000

Women's Lives, Voices, Solutions: Shaping a National Agenda for Women, Welcome and Emerging Voices Panel Introduction, National Women's Teleconference, University of Minnesota, Minneapolis, MN, 2000

Affirmative Action Summit, Panelist, National Conference on College Composition and Communication, National Council of Teachers of English, Minneapolis, MN, 2000

Different Ways of Knowing in Leadership, Panelist, Leadership Seminar, University of Minnesota, Minneapolis, MN, 2000

Access to Education, Teaching, and Preserving Culture, Panelist, Latinos 2000: Interdisciplinary Approaches to the Millennium Symposium, Dartmouth College, Hanover, NH, 2000

Academic Leadership: Training the Next Generation, Panelist, Latino Leadership: Adelante! Conference, Harvard University, Boston, MA, 2000

Diversity in Education and Work Settings, Guest Lecturer, Department of Work, Community and Family Education, University of Minnesota, St. Paul, MN, 1998

New Directions: Multicultural Affairs in the 21st Century, University Counseling and Consulting Services, University of Minnesota, Minneapolis, MN, 1998

Multicultural Organizational Development: Moving from a Monocultural to a Multicultural Organization, Staff Workshop, Faculty Development Presentation and Featured Speaker, World Touch Heritage Week, University of Minnesota-Morris, MN, 1998

New Directions: Multicultural Affairs in the 21st Century, Workshop, Mathematics Summer Institute for Secondary School Teachers, University of Minnesota-Morris, Morris, MN, 1998

Diversity at the University, New Student Weekend, University of Minnesota, Minneapolis, MN 1998

Diversity as Leadership, Workshop, Student Cultural Center Leadership Retreat, University of Minnesota, Minneapolis, MN, 1998

Diversity Connections Seminar, Guest Lecturer, University of Minnesota, Minneapolis, MN, 1998

Campus-Wide Dialogue on Race, Panelist, University of Minnesota, MN, 1998

Community and Social Change, Opening Remarks, 16th Annual Dr. Martin Luther King, Jr. Memorial Concert, University of Minnesota, Minneapolis, MN, 1997

Chicana Empowerment, Cinco de Mayo Celebration, La Raza Student Cultural Center, University of Minnesota, Minneapolis, MN, 1997

Chicana Scholarship: Empowerment and Community, Panelist, National Association of Chicana and Chicano Studies Conference, Sacramento, CA, 1997

Living Your Culture, Sixth Annual Student Awards Banquet, University of Minnesota-Duluth, Duluth, MN 1997

Reality of Diversity, Diversity Workshop, Concordia University, St. Paul, MN, 1997

Layers of Identity: All the Selves We Are, Guest Lecturer, The Latina Quarter Seminar, Women's Studies Department, University of Minnesota, Minneapolis, MN, 1997

Public Policy and Social Change Partnerships, Community and Public National Conference, Humphrey Institute of Public Affairs, University of Minnesota, Minneapolis, MN, 1997

Creating a Multicultural Organization: Diversity and Community and the University of Minnesota, Minneapolis Rotary Club, Minneapolis, MN, 1997

Diversity Training, Martin Luther King Program, University of Minnesota, Minneapolis, MN, 1997

Diversity as Leadership, Student Cultural Center Leadership Retreat, University of Minnesota, Minneapolis, MN, 1997

Teaching and Learning, Panelist, Day in Honor of Humphrey Doermann, Retiring President of the Bush Foundation, University of Minnesota-Morris, Morris, MN, 1997

A Tribute to Our Parents: Reflections of Our Past, Present, and Future, Speaker, and *Breaking Through Gender Expectations in the Chicana/Chicano Community*, Panelist, National Association for Chicana and Chicano Studies Midwest FOCO Symposium, Minneapolis, MN, 1997

Career Paths: Professionals of Color Commission, Panelist, Minnesota College Personnel Association Fall Conference, St. Paul, MN, 1997

Diversity, Multiculturalism, and Affirmative Action, St. Steven's Episcopal Church, Minneapolis, MN, 1997

Multiple Voices Coming Together to Forge Community, Multicultural Institute of the Academic Health Center Recognition Ceremony, University of Minnesota, Minneapolis, MN, 1996

Diversity Initiatives at the University of Minnesota, President's Cabinet Meeting, University of Minnesota, Minneapolis, MN, 1996

Cultural Diversity Day, Tama High School, Tama, IA, 1995

The Culturally Inclusive Curriculum, The Road to Success: Retention Efforts that Work, Tri-State Urban Retention Conference, Wayne State University, Detroit, MI, 1994

The Latino-Centered Curriculum, Panelist, Establishing a Latino Professional Identity, Illinois Latino Higher Education Conference, Northwestern University, Evanston, IL, 1994

Iowa's Growing Diversity, The Lieutenant Governor's Conference: The Faces and Voices of Iowa, Des Moines, IA, 1994

Lo Mejor de lo Nuestro, Latino Graduation Ceremony, University of Iowa, Iowa City, IA, 1994

The Multicultural Curriculum: Facing the Challenges, Dealing With Difference Summer Institute, Western Illinois University, Macomb, IL, 1994

Latino-Centered Curriculum, Illinois Latino Council on Higher Education Annual Conference, University of Illinois, Chicago, IL, 1994

Issues of Multiple Identities, Social Work Department, Mount Mercy College, Cedar Rapids, IA, 1994

The Latina Identity: Alliance for the Future, First Sigma Lambda Gamma Reception, Iowa State University, Ames, IA, 1994

Latino/Chicano Studies, Iowa City Community School District Multicultural Non-Sexist In-Service, Iowa City, IA, 1994

Narrating the Chicano Experience, Moderator, Meet the Writers Conference, Spanish and Portuguese Program and the Iowa International Writing Program, University of Iowa, Iowa City, IA, 1993

A Culturally-Inclusive Curriculum, Panelist, Thread of Diversity: The Fabric of Unity, Congressional Hispanic Caucus Institute Issues Conference, Washington, D.C., 1993

Cross Cultural Workshop: Anti-Oppression, United Way, Muscatine, IA, 1993

Latinos in the Heartland, First Methodist Church, Iowa City, IA, 1993

Women in the Nineties, Career Exploration Conference, University of Northern Iowa, Cedar Falls, IA, 1993

Chicano Experience in Iowa, Grant Wood Area Agency, Cedar Rapids, IA, 1980-93

Cultural Self-Esteem, Non-Traditional Student Reception, American Institute of Business, Davenport, IA, 1992

Ensuring Latino Success in Education, Panelist, Hispanic Program for Educational Achievement, University of Illinois-Chicago, Chicago, IL, 1992

Recruitment and Retention of Hispanic Students in Higher Education, Panelist, Hispanic Alliance Career Enhancement Conference, Chicago, IL, 1991

Mentoring as a Latino Tradition, Hispanic Alliance for Career Enhancement, Chicago, IL, 1990

Impact of Education on Latinos, Panelist, Chicano Indian-American Cultural Center University of Iowa, Iowa City, IA 1989

Cross Cultural Sensitivity, Illinois Rehabilitation Association, Moline, IL, 1989

The Effect of Policy on the Recruitment of Minority Students, Panelist, Minority Urban Higher Education Forum, University of Illinois-Chicago, Chicago, IL, 1989

Rethinking Chicana Identity Within a Midwestern Context, Panelist, National Association for Women Deans, Administrators and Counselors National Conference, Denver, CO, 1986

Tears of a Melting Pot, Panelist, Forum on Civil Rights and World Peace, Drake University, Des Moines, IA, 1986

Latino Perspectives, Color and Conflict in Higher Education: Perspectives on Racism, Panelist, Office of Affirmative Action, University of Northern Iowa, Cedar Falls, IA, 1985

Coming Together, Women of Color Conference, Lincoln, NE, 1985

Beyond 1984: Technology, Training and Higher Education for Latinos, Midwest Latino Council on Higher Education Annual Conference, Illinois Institute of Technology, Chicago, IL, 1985

Education: Effects and Implications for Hispanic Americans, Panelist, Fifth Annual Spring Hispanic Symposium, Iowa State University, Ames, IA, 1985

Excellence in Schools: Implications for Counselors, Counselor Leadership Conference, Iowa City, IA, 1985

Third World Women and Alcohol Abuse, Women and Alcohol Awareness Week, Iowa City, IA, 1983

Women of Color, Women's Equality Day, Omaha, NE, 1982

Racism and Sexism, National Organization for Women State Conference, Iowa City, IA, 1982

Chicana Identity: Self-Image/Self-Concept, Adelante Mujer Hispana III Conference, Denver, CO, 1982

Women Against Racism, Women's Resource and Action Center, University of Iowa, Iowa City, IA, 1982

The Shifting Responsibilities: A Critical Analysis as to Its Impact on Education and Colleges and Universities: Admissions, the Process and the Market, Iowa League of United Latino American Citizens Convention, Davenport, IA, 1982

The Chicano Experience and Its Place in American Culture, Learning at Lunch Program, Office of Continuing Medical Education, University of Iowa, Iowa City, IA, 1982

Making the Hispanic Vote Count, A Focus on Hispanic Women, and Are Iowa Universities Meeting our Needs? Iowa League of United Latino American Citizens State Convention, Des Moines, IA, 1981

A History of Chicanos in Iowa, Chicano Law Conference, University of Iowa, Iowa City, IA, 1981

La Mujer and Education, In-Service Training Program, South Valley Community College, Silvis, IL, 1981

The Hispanic: A Missing Link in Public Policy, Panelist, Public Policy: Hispanic Employment, Des Moines, IA, 1980

Chicanas and Education: An Overview, National Issues Conference, National Organization for Women, San Antonio, TX, 1980

Women in Education, Latino Weekend, La Casa Latina, Western Illinois University, Macomb, IL, 1980

Feminist Support Coalitions: A Strategy for Chicana Political Action? Theory and Research for Community Change, National Hispanic Feminist Conference, San Jose, CA, 1980

Role of the Chicana in the Women's Movement, Panelist, Women's Resource and Action Center, University of Iowa, Iowa City, IA, 1980

Role of the Chicana in the Chicano Movement, Panelist, Chicano Indian-American Cultural Center, University of Iowa, Iowa City, IA, 1980

Admission and Financial Aid Opportunity at University of Iowa, Chicano Indian-American on Campus Visitation, University of Iowa, Iowa City, IA, 1979

Third World Women Today: Half the World Rising, Women's Resource and Action Center, University of Iowa, Iowa City, IA, 1978

Non-Content Versus Content Planning: A Neglected Perspective for Developing Educational Opportunity Programming, Mid-American Association of Educational Opportunity Program Personnel, Fontana, WI, 1978

Yo Soy Chicano, School of Social Work, University of Iowa, Iowa City, IA, 1975

Public Education, Chicano in '73 in Iowa, Iowa Board for Public Programs in the Humanities, University of Iowa, Iowa City, IA, 1973

Tutoring and Retention, Mexican American and Higher Education, Blackhawk Community College, Moline, IL, 1972

Admission, Financial Aid, and Student Life for Minorities, College Night, Des Moines, IA, 1972

CAMPUS COMMITTEES AND BOARDS

Provost's Task Force on Financial Aid, Tuition, Graduation Rates, and Time to Graduation, University of Minnesota, 2008-present

Planning Committee on Minnesota's Future, University of Minnesota, 2008-present

University Student Demographics Advisory Group, University of Minnesota, 2008-present

Leadership Design Lab (Bush Foundation), Stakeholder Panel, University of Minnesota, 2008-09

Bridge to Academic Excellence, Advisory Committee Member, 2007-present

Working Group to Foster Interdisciplinary Inquiry, University of Minnesota, 2007-present

Urban Agenda Task Force, University of Minnesota, 2006-present

University/Northside Partnership Executive Steering Committee, University of Minnesota, 2006-present

Academic Health Diversity Council, Chair, University of Minnesota, 2006-present

UReturn Steering Committee, Chair, University of Minnesota, 2006-present

Vice President for University Relations Search Committee, University of Minnesota, 2006

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Vice President of Human Resources Search Committee, University of Washington, 2006
 Dean of the School of Social Work Search Committee, University of Washington, 2005
 Leadership, Community and Values Initiative Steering Committee, University of Washington, 2005-2006
 Business Diversity Enhancement Task Force, University of Washington, 2005-2006
 Board of Deans Diversity Committee, University of Washington, 2005-2006
 Provost Search Committee, University of Washington, 2004-2005
 Chair of President's Diversity Council, University of Washington, 2001-2006
 President's Advisory Committee on Women, University of Washington, 2001-2006
 UW Minority Community Advisory Committee, University of Washington, 2001-2006
 ADVANCE Leadership Team, University of Washington, 2001-2006
 Enrollment Management Committee, University of Washington, 2001-2006
 Native American Advisory Board, University of Washington, 2001-2006
 Friends of EOP (Educational Opportunity Program) Board, University of Washington, 2001-2006
 Chico/Chica Mentor (CLMN), University of Washington, 2001
 Provost Search Committee, University of Minnesota-Rochester, 2000
 University Communications Council, University of Minnesota, 1999-2001
 University College Strategic Planning Committee, University of Minnesota, 1999
 Office of Equal Opportunity and Affirmative Action Director Search Committee, University of Minnesota, 1999
 Children, Youth and Family Consortium, University of Minnesota, 1998-2001
 Archie Givens Collection, University of Minnesota Libraries, Board of Directors, 1998-2001
 Community Service Award Creation Committee, University of Minnesota, 1998
 Strengthening Undergraduate Education Committee, University of Minnesota, 1998
 Visions for Change Planning Committee, University of Minnesota, 1998
 General College Multicultural Education Faculty Search, University of Minnesota, 1998
 University-Migrant Project Advisory Board, University of Minnesota, 1997-2000
 Community/University Health Center Governing Board, University of Minnesota, 1997-2000
 Minnesota Higher Education Action Team, Task Force on the New Graduation Standards and Transitions to College, 1997
 Diversity Cluster, University of Minnesota, Chair, 1996-2001
 First Year Experience Planning Committee, University of Minnesota, 1996-2001
 Martin Luther King Week Planning Committee, University of Minnesota, Chair, 1996-2001
 Equal Employment Opportunity for Women Committee, University of Minnesota, 1996-2001
 Gender, Culture and Politics Committee, University of Iowa, 1993-1996
 Strategic Planning Committee on Diversity, University of Iowa, 1993-1996
 Lesbian, Gay, and Bisexual Staff and Faculty Association Coordinating Committee, University of Iowa, 1991-1996
 Council on the Status of Latinos, University of Iowa, 1989-1996
 Presidential Scholarship Committee, University of Iowa, 1988-1996
 Opportunity at Iowa Academic Scholarship Committee, University of Iowa, Chair, 1987-1996
 Task Force on Issues Related to Student Violence, University of Iowa, 1987-1990
 Minority Student Research Committee, University of Iowa, 1986-88
 Women in Research Committee, University of Iowa, 1983-1990
 Women Against Racism Committee, University of Iowa, Co-Founder, 1982-1996
 Women in International Development Committee, University of Iowa, 1981-1988; Co-Chair, 1987-1988
 Jane A. Weiss Scholarship Committee, University of Iowa, Chair, 1982-1996
 Association of University Women, University of Iowa, 1982-1996
 Council on the Status of Women, University of Iowa, 1979-1988

NATIONAL AND REGIONAL COMMITTEES AND BOARDS

Mexico 2010 Bicentennial Committee (appointed by Mexican Consulate), 2009

Minnesota Latino Complete Count Committee (for the 2010 Census), Minnesota Chicano Latino Affairs Council, 2009

National Association of Diversity Officers in Higher Education (NADOHE), Board Member, 2008-present

National Council for Research on Women, Higher Education Advisory Committee, 2008-present

North Star STEM Alliance, Louis Stokes Alliances for Minority Participation (LSAMP), Principal Investigator, 2008-present

Campus Women Lead (CWL), American Association of Universities & Colleges, Steering Committee Member, 2007-present

Mujeres Activas en Letras y Cambio Social (MALCS) Summer Institute, University of Minnesota, Planning Committee Advisor, 2007

Journal of Diversity in Higher Education, Founding Editorial Board Member, 2007-present

Project Advisory Committee for the National Council for Research on Women: The Role of Leadership in Fostering and Sustaining Diversity in Institutions of Higher Education, 2006-present

Chicana/Latina Studies, The Journal of Mujeres Activas en Letras Y Cambio Social (MALCS), Editorial Board Member, 2005-present

American Council on Education (ACE) Network State Coordinator, 2004-Present

Advisory Committee for the National Council for Research on Women's Project "Women's and Men's Leadership in Higher Education: A Path to Greater Racial and Gender Diversity?" 2004

Washington Math, Engineering, Science Achievement (MESA) Board

National Women in Higher Education, Washington, D.C., Chair, 2001

American Association of Universities & Colleges Campus Women Lead Project, Founding Member, 2000-Present

National Women's Teleconference, University of Minnesota, National Chair, 1998

Commission on Institutions of Higher Education of the North Central Association of Colleges and Schools, University of Minnesota Focused Site Visit Advisory Team, 1999

Mujeres Activas en Letras y Cambio Social Summer Institute, University of Minnesota, Planning Committee Advisor, 1999

American Association of Colleges and Universities, University of Minnesota Campus Team Member, 1996-2001

National Association for Chicana and Chicano Studies (NACCS) Coordinating Committee, Chicana Caucus Representative, 1997-1998

Committee on Institutional Cooperation (CIC), Senior Diversity Officer, 1996-2001 and 2006-present

Multicultural Excellence Program Steering Committee, Saint Paul Public Schools and University of Minnesota, 1996-2001

Minnesota Higher Education Action Team, Conference Planning Committee, 1996

Aunt Lute Publishing Foundation, Board of Directors, 1994-present

National Association for Chicana and Chicano Studies (NACCS), Coordinating Committee Treasurer, 1991-1993

Midwest Region for Chicano Studies, Chair, 1989-1993

Midwest Consortium for Latino Research (MCLR), Board of Directors, 1985-present; Vice Chair, 1990-1993; Chair, 1993

Midwest Latino Council on Higher Education, Vice President, 1983

COMMUNITY COMMITTEES AND BOARDS

Chicanos Latinos Unidos en Servicio (CLUES), 1998-2001 and 2006-present

Casa de Esperanza, Minneapolis, Minnesota, Board of Directors, 1997-2001 and 2006-present

Minnesota Minority Education Partnership, Board of Directors, 1996-2001 and 2008-present

El Fondo, 2006

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 Women's Jazz Board, 2006
 Seattle Latina Board, 2005-2006
 Radio KDNA (1st Spanish Language Educational Public Radio Station in the Nation) Capital Campaign, 2005-Present
 Latino/a Educational Achievement Project (LEAP) Advisory Board, 2001-2006; Chair, 2002
 Urban Enterprise Center (UEC) Advisory Board, 2001-2006
 Latino Leadership Association, Ethics Committee, 1999-2001
 Latino Educators Task Force, 1999-2001
 St. Paul Foundation, El Fondo de Nuestra Comunidad, Board of Directors, 1998-2001
 Aurora Charter School Board, St. Paul, Advisor, 1999-2000
 Minority Health Advisory Committee, 1997-1998
 Hispanics Advocating Community Empowerment and Research (HACER), Advisor, 1997-2001
 INROADS, Inc., Minneapolis/St. Paul, Board of Directors, 1997-2001
 Youth Trust, Minneapolis, Board of Directors, 1997-2001
 Minneapolis Pathways, Board of Directors Co-Chair, 1996-1999
 Minneapolis Girl Scouts, Nominations Committee Member, 1996-1998
 Iowa High School Sexual Harassment Committee, 1993
 Friends of the Iowa Commission on the Status of Women, 1990-1994
 American Council on Education National Identification Program, Iowa State Coordinator, 1990
 Spanish Speaking Peoples Commission of Iowa, Task Force for Higher Education, 1990; Chair, 1989-1990
 Goodwill Industries Board of Southeast Iowa, Board of Directors, 1989-1991
 Mid-Eastern Council on Chemical Abuse, Board of Directors, 1989-1991
 Sioux City Latino Center, Trustee, 1989-1991
 Women on the Way-Up, State of Iowa Planning Committee, 1986-1996
 Blue Shield of Iowa, Board of Directors, 1986-1988
 Iowa State Foster Care, Review Board, 1986-1988
 Committee on Accreditation of the American Psychological Association, 1983-1986
 League of United Latin American Citizens, Iowa State Conference Planning Committee, 1983-1985
 Iowa City Human Rights Commission, 1980-1985; Vice Chair, 1982-1983; Chair, 1983
 National Organization for Women, National Educational Committee, 1980-1983
 Alianza Política de Iowa, President, 1980-1981

PROFESSIONAL MEMBERSHIPS

American Association of Higher Education (AAHE)
 American Association of Hispanics in Higher Education (AAHHE)
 American Association of University Women (AAUW)
 American College Personnel Association (ACPA)
 Campus Women Lead (CWL)
 Midwest Consortium for Latino Research (MCLR), 1990-2001
 Mujeres Activas en Letras y Cambio Social (MALCS)
 National Association for Chicana and Chicano Studies (NACCS)
 National Association of Diversity Officers in Higher Education (NADOHE)

RECOGNITIONS/AWARDS

College of Behavioral and Social Sciences Distinguished Alumna Award, to be presented by the California State University-Chico, April 15, 2011.

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Building a Community of Inclusion Award, presented by the University of North Texas, February 25, 2011.

Distinguished Alumni Award, presented by the University of Iowa, June 12, 2010.

Ohtli Award, 2004 (The Ohtli Award was created by the Mexican Ministry of Foreign Affairs to recognize those whose work, research and academic or cultural services have contributed significantly to the furtherance of U.S.-Mexico relations, and whose work contributes to the well-being of the community of people of Mexican origin living in the United States.)

Who's Who in America, 2000

University of Minnesota, Breaking the Silence Award, 1996

University of Iowa, Distinguished Educator in Diversity Award, 1996

Quad-Cities Mexican American Organization, Outstanding Service Award, 1996

League of United Latin American Citizens, Outstanding Leadership Award, 1996

University of Iowa, Jean Y. Jew Women's Rights Award, 1994

University of Iowa, Cesar Chavez Award, 1993

National League of United Latin American Citizens, Excellence in Higher Education Award, 1991

University of Iowa, Appreciation Award, 20 Years of Leadership, 1989

League of United Latin American Citizens Appreciation Award, 20 Years of Dedicated Service, 1989

Latino/Chicano Recognition Award for Service, 1989

National Council of Hispanic Women Achievement Award, 1986

State of Iowa Governor's Volunteer Award, 1984

Outstanding Young Woman of America, President's Award, 1982

Mid-America Association of Educational Opportunity Program, Outstanding Student Achievement, 1981

Mexican American Ford Fellow Award, 1977-78

Phi Delta Kappa, 1977

University of Iowa Educational Opportunity Grant and Award, 1970-71

Outstanding Senior Women of Chico State College, Cardinal Key, 1969

Outstanding Social Work Senior, Chico State College, 1969

Hap Arnold Air Force Aid Society Scholarship, 1965-69